

# Work at IFAD: Make a difference



## ■ Who we are

The International Fund for Agricultural Development (IFAD) is an international financial institution and a specialized United Nations agency dedicated to eradicating poverty and hunger in rural areas of developing countries. IFAD provides low-interest loans and grants to developing countries to finance innovative agricultural and rural development programmes and projects.

IFAD was established in 1977 as one of the major outcomes of the 1974 World Food Conference. World leaders agreed that “an International Fund for Agricultural Development should be established immediately to finance agricultural development projects...”. The conference was organized in the wake of the great droughts and famines that struck many parts of Africa in the early 1970s. IFAD is now among the top multilateral institutions working in agriculture in Africa.

IFAD has a total membership of 176 countries, including members of the Organization of the Petroleum Exporting Countries (OPEC) and the Organisation for Economic Co-operation and Development (OECD), and developing and middle-income countries. IFAD brings the point of view of smallholder farmers and rural entrepreneurs to bear on international policy deliberations and builds their capacity so that they can engage in and influence policy processes. IFAD headquarters is in Rome, Italy, and IFAD has more than 40 country offices in developing countries around the world.



## ■ IFAD's purpose

The goal of IFAD is to enable poor rural people to improve their food and nutrition security, increase their income and strengthen their resilience. IFAD also acts as an advocate for poor rural women and men. IFAD's multilateral orientation provides a strong global platform for discussing rural policy issues and increasing awareness of why investment in agricultural and rural development is critical to reducing poverty and improving global food security.

*"When it comes to global food and nutrition security, increasing production is only part of the story. The full story is poverty, which lies at the heart of food and nutrition insecurity."*

Kanayo F. Nwanze, IFAD President

## ■ Where IFAD works

IFAD has programmes and projects in the following regions:

- West and Central Africa: 24 countries with 47 ongoing programmes and projects
- East and Southern Africa: 22 countries with 43 ongoing programmes and projects
- Asia and the Pacific: 34 countries with 56 ongoing programmes and projects
- Latin America and the Caribbean: 33 countries with 42 ongoing programmes and projects
- Near East, North Africa and Europe: 36 countries with 36 ongoing programmes and projects.

## ■ How IFAD works

Partnerships are central to everything IFAD does. IFAD partners include members of OPEC, other developing countries and Member countries of OECD. Other partners include civil society organizations, in particular those involving smallholder farmers and rural people; United Nations agencies; bilateral and multilateral development agencies; international agricultural research centres; non-governmental organizations and foundations; policy research institutes and universities; regional organizations; and the private sector. Collaboration at the global, regional, national and local levels is part of virtually every aspect of IFAD's work. IFAD also brokers partnerships among the diverse parties working in development – particularly governments, farmers' organizations and private-sector players – and for South-South cooperation.<sup>1</sup>

## ■ IFAD's major achievements

### **Increasing agricultural production and productivity**

Helping farmers increase agricultural production and productivity is a priority of many IFAD-supported programmes and projects. Farmers must also be linked to markets so they can profit from what they grow.

Results reported in 2015 include:

- 4.51 million people trained in crop production practices and technologies
- 5.5 million hectares of common-property resource land under improved management
- 17,600 kilometres of roads constructed or repaired
- 13,200 marketing groups formed or strengthened
- 716,000 people trained in business and entrepreneurship.

## Coping with climate and environmental changes

Environmental degradation, which is being accelerated by climate change, is a particular problem for poor rural people. Rising sea levels and more intense droughts, storms and floods are putting increasing pressure on the ecosystems that they rely on. IFAD promotes agricultural growth that is integrated into ecosystems rather than extractive, so that the land is able to provide for future generations. IFAD projects help smallholder farmers manage their land and become more resilient to the varied effects of climate change.

## Supporting rural finance

Most of the world's 1 billion very poor people live without the security of reliable income, shelter or food. Saving or borrowing small amounts of money can make a big difference in their lives. IFAD is one of the world's largest lenders supporting rural finance for poverty reduction. IFAD promotes access to a range of financial services, including savings and insurance, to meet the needs of poor rural people.

Results reported in 2015 include:

- 2.70 million active borrowers from IFAD-assisted microfinance institutions; 57 per cent were women
- 7.86 million voluntary savers; 53 per cent were women
- 13 per cent of the IFAD portfolio is dedicated to rural finance.

## Focusing on women

Women are major participants in agriculture and rural economies, yet they have significantly less access than men to services, markets and assets, including land. In addition, poor rural women gather firewood, collect water and tend to children, often working 16 hours a day, much longer than men. Rural women often lack authority and decision-making power in their homes, organizations and communities. IFAD recognizes that there will be no substantial progress in poverty reduction unless rural women have greater equality with men and more control over their own lives. Rural women make up about half of all IFAD project participants.

## Helping indigenous peoples

Indigenous peoples account for about 5 per cent of the world's population but 15 per cent of those living in poverty. IFAD's participatory, grass-roots approach to rural development and its experience with poor people and their communities give it a comparative advantage in working with indigenous peoples, even in the most remote rural areas.

The first global meeting of the Indigenous Peoples' Forum took place at IFAD in 2013. An IFAD grant enabled representatives of indigenous peoples' organizations to participate in the United Nations World Conference on Indigenous Peoples in 2014 and decision-making processes for development initiatives affecting their lives and territories.

## Building institutions

To be sustainable, development cannot be imposed from the outside. The programmes and projects IFAD finances are tailored to reinforce and amplify the effectiveness of national policies. IFAD works closely with agriculture and finance ministries and related institutions to ensure that their support extends to smallholder farmers and their organizations, and that public spending for agriculture reaches the poorest people. IFAD is also increasing its country presence to promote country ownership, leadership and accountability. IFAD works to strengthen national and local capacities (including those of rural communities and civil society organizations) for improved design, management and impact of strategies and programmes.

## Making a difference

Since IFAD's establishment, it has mobilized around US\$39 billion in cofinancing and funding from domestic sources for rural development. In addition, IFAD's contribution of about US\$17 billion in loans and grants has empowered more than 450 million people living in developing countries to grow more food, better manage their land and other natural resources, learn new skills, start small businesses, build strong organizations and gain a voice in the decisions that affect their lives. In total, IFAD has supported 974 development programmes and projects in 128 countries.



## Work with IFAD

IFAD's strength lies in the diversity of its staff and in their commitment to our mandate. IFAD values professionals with strategic vision, a proven capacity to work in teams and generate results, and a deep understanding of and strong commitment to international development.

IFAD looks for women and men who focus on results with integrity and professionalism, while respecting and promoting diversity. IFAD wants dynamic and adaptable people who are not afraid to be creative, proactive, flexible and responsive, and who are fair, impartial, honest and truthful.

If you embody the IFAD core values below, then IFAD is the place for you.

### **FOCUS ON RESULTS**

We strive to achieve excellent results. We accept personal responsibility and accountability for our actions and results. We recognize achievement and reward high performance. We respond to the needs and expectations of our clients and stakeholders with urgency, exercising good judgement in addressing changing circumstances.

### **INTEGRITY**

We are driven by our commitment to enabling poor rural people to overcome poverty, and not by personal gain or alliances with vested interests. We protect and promote the reputation of IFAD. We are honest and act with integrity. We do not tolerate unethical behaviour; we challenge it as a matter of personal responsibility, regardless of our position in the organization.

### **PROFESSIONALISM**

We exercise high levels of professionalism in our work and reward merit. We use the most appropriate skills and competencies, continually seeking opportunities to improve through innovative approaches. We work collaboratively towards our common goal of serving poor rural people regardless of individual roles or functions and apply the same ethos with our partners. We share our knowledge of best practices with colleagues at all levels to enhance the quality of our services.

### **RESPECT**

We treat our staff, partners, donors and poor rural people with respect and sensitivity. We value diversity and draw upon the different strengths, cultures, ideas, experience and talents of people. We provide equal and fair opportunities for employment, career development and learning. We ensure a positive and energizing work environment.

## ■ Remuneration and benefits

IFAD offers an attractive remuneration package with competitive pay and benefits. IFAD's salary scales correspond with the United Nations common system. The benefits package includes dependency allowance, education grant up to university level, home leave, medical insurance and social security.<sup>2</sup>

## ■ Staff development

IFAD is a learning, growing, thriving organization, where staff play a central part in owning and driving their career development. IFAD staff members are its greatest asset as they enable the organization to achieve its operational objectives and fulfil its mission. IFAD's approach to the development of staff is important because it allows the organization to attract and retain the best people; plan how it engages, deploys and rewards them; and helps and supports them to own and develop their careers.

IFAD offers opportunities for professional growth and career development through learning solutions and programmes at its headquarters and in country offices. These allow staff to enhance their employability and acquire transferable skills that support them to progress both inside and outside the organization.

IFAD offers an international work environment with a diverse staff. Its size and results-oriented culture make IFAD an organization where employees are encouraged to do more and to go beyond organizational boundaries. This makes it an exciting and engaging environment with regular opportunity for continuous personal and professional growth. IFAD is characterized as an organization that leads and embraces change. Its staff is dynamic and forward-looking with a strong sense of pride in IFAD's achievements, which are largely due to the contribution made by each staff member.

To enhance IFAD's ability to attract, retain and motivate talented people, it recently introduced a global reward and recognition framework that encompasses both monetary

<sup>2</sup> For more information on remuneration and benefits refer to the United Nations International Civil Service Commission website on compensation packages for Professional and General Service staff. Available at <http://www.icsc.un.org/rootindex.asp>.

and non-monetary rewards. Together with IFAD's awards programme, the framework fosters an enabling organizational culture where staff learn, grow and acquire new skills. In addition, IFAD runs a yearly 360-degree feedback process where managers receive feedback from their supervisor and from their peers and direct reports.

## ■ Employment principles

Employment of staff members at IFAD is guided by the following principles:

- Competition and adequate publicity
- Objectivity and highest standard of performance
- Transparency
- Non-discrimination
- Diversity.

## ■ Key requirements for employment

### **Education**

An advanced university degree is normally required for professional and director-level positions. However, a first-level university degree, combined with qualified work experience, may be accepted if so specified in the vacancy announcement.

### **Work experience**

Work experience should be relevant to the job in question. The requirements for each job are specified in the vacancy announcement.

### **Language requirements**

There are four official languages at IFAD: Arabic, English, French and Spanish. IFAD's working language is English. Knowledge of an additional language is an asset but is not required for most jobs.



## Nationality

Candidates must be a citizen of a member country of IFAD.<sup>3</sup>

# ■ Staff categories

## Professional

The Professional category demands a high degree of analytical and communication skills, substantive expertise and managerial leadership ability. Typically, these positions require the incumbent to make decisions after careful analysis and evaluation of problems involving discretionary choices between alternative courses of action. The incumbent also requires an understanding of an organized body of theoretical knowledge at a level equivalent to that represented by a university degree. While this knowledge is customarily and characteristically acquired through formal education, it may, in some fields of learning or specialized disciplines, be acquired through other training, self-study or practical experience.

Within the Professional category, the Director category represents the highest level of the career staffing structure. Directors are ultimately responsible for IFAD programmes and projects, provide leadership to formulate and implement the substantive work programme of their division, determine priorities and allocate resources for the completion of outputs and their timely delivery.

## National Professional Officer

A National Professional Officer (NPO) is normally recruited locally and performs functions at the professional level. The qualifications for an NPO are the same as for the Professional category. In addition, an NPO must be a national of the country in which he or she serves. Employment opportunities for NPOs are only available in non-headquarters duty stations. An NPO performs functions with a national context: those functions that require national experience or knowledge of the language(s), culture, institutions and systems of the country.

## General Service

The functions in the General Service and related categories include administrative, secretarial and clerical support as well as specialized technical functions – for example, printing, security or building maintenance.

The work carried out by the General Service staff is typically procedural, operational or technical in nature and ranges from routine duties to varied and complex assignments.

Staff in the General Service and related categories are generally recruited locally from the area in which the particular office is located but could be of any nationality. As a result, such staff members are normally not expected to move between different duty stations.

## EXAMPLES OF EMPLOYMENT AREAS

Employment areas include rural and agricultural development, gender, natural resource management, rural finance, local infrastructure development, financial management, monitoring and evaluation, nutrition, public health, food security, knowledge management, research and development, private and public partnership, development economics, and business administration.

## TYPES OF APPOINTMENT

### Fixed-term

IFAD advertises vacancies at both the General Service and Professional staff levels. Professional-level positions, with the exception of more junior roles, normally require an advanced university degree. The required qualifications and experience are specified in detail in the job description of the vacant position.

To apply, go to [www.ifad.org/job](http://www.ifad.org/job).

### Short-term Professional

Short-term Professional staff support regular staff functions. The salary range depends upon job experience and assignment. Short-term Professionals can be employed for a maximum of 18 months, which can *exceptionally* be extended for another 18 months in another division.



The required qualifications and experience vary based on the specific assignment.

Short-term appointments are advertised as needed in our applicant system at [www.ifad.org/job](http://www.ifad.org/job).

### **Short-term General Service**

Short-term General Staff fill temporary needs during peak workload periods.

The required qualifications and experience vary based on the specific assignment.

Short-term appointments are advertised as needed in our applicant system at [www.ifad.org/job](http://www.ifad.org/job).

### **Junior Professional Officer programme**

Junior Professional Officer (JPO) positions are sponsored by Member States interested in investing in young, university-trained nationals of their own country or other countries.

Candidates must meet the following criteria:

- Be less than 35 years of age
- Hold a first-level university degree. A relevant advanced university degree can be an asset
- Have at least three years of post-degree professional experience
- Be fluent in English; fluency in other IFAD official languages is an asset.

The JPO programme provides an opportunity for selected candidates to work for two or more years at IFAD. They contribute to IFAD's mission while learning about the organization and its operations, the United Nations and the development context.

To apply, send an application to the relevant government office. For detailed information visit [www.ifad.org/job](http://www.ifad.org/job).

### **Regular and enhanced internships**

The Internship Programme (IP) and the Enhanced Internship Programme (EIP) offer a learning experience of six months to recent university graduates or students who are specializing in areas of work relevant to IFAD's mission.

Candidates must meet the following criteria:

- Be enrolled in a university or graduate school, have attended courses in the last 12 months, and have completed at least two years' undergraduate studies when joining IFAD through the programme  
or
- Have recently completed university studies at the undergraduate or postgraduate level
- Be fluent in English; fluency in other IFAD official languages is an asset
- Be 30 years of age or younger.

The EIP, in particular, is designed to enhance geographic distribution of staff at IFAD and is open to candidates who meet the above eligibility criteria and who are not based in Rome. In addition to a monthly allowance, EIP interns receive a housing and travel allowance.

To apply, register your profile in our applicant system at [www.ifad.org/job](http://www.ifad.org/job).

### **Consultancies**

Consultancies are designed for junior and senior experts whose skills are required for specific project assignments. Qualifications and experience in the relevant field are required. Fees depend upon job experience and assignment. Consultants can be recruited for a maximum of 11 months in a 12-month period.

To apply, register your profile in our applicant system at [www.ifad.org/job](http://www.ifad.org/job).

### **Other employment opportunities**

IFAD partners with other organizations and governments for the recruitment of fellows, special programme officers and other individuals. Employment opportunities vary based on the agreement between IFAD and the sponsor.

## What people working with IFAD say

### Moses Abukari, Country Programme Manager, West and Central Africa Division

“ Growing up in Ghana, I could not fathom why some people were less privileged than others. I yearned for an opportunity where I could support underprivileged people in and beyond my country.

Honestly, I did not know that IFAD existed until late 2004 while I was studying in the Netherlands and learnt about the organization. I was fascinated by IFAD’s simple mission and I developed an intense passion to discover what the organization is all about and how it works to change the lives of poor rural people in developing countries. Luckily, I was selected for an internship in 2005.

My main motivation was to then learn about IFAD’s modus operandi. The internship period was my turning point as my interests and passion were compatible with IFAD’s mandate and core values. One of the most rewarding aspects of IFAD’s work is that we can trace how collectively proposed ideas and solutions make a direct difference to the lives of poor rural people in a village. It also gives us the opportunity to get feedback from the field to better understand what works and what doesn’t and how to adapt solutions to the demands of rural people. In this way, the organization remains people-centred and accumulates adaptable know-how to enhance efficiency and effectiveness in meeting its mandate.



For me personally, I believe it is institutionally fulfilling every time a farmer or group of farmers tell their life-changing stories as a direct result of an IFAD-supported intervention. In Gambia, women produce rice, the staple food, but under harsh conditions. Simple bridges and farm access roads go a long way to alleviate this problem. Infrastructure helps boost production so that households have sufficient rice to eat for several months. I believe that IFAD’s impact goes a long way towards helping the lives of these poor rural women and their families, and our support is appreciated.

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**Katja Juvonen, Junior Professional Officer (Finland),  
Office of the President and Vice-President**

“ I had been working for a few years within the private sector after my Master’s degree when I started to seek opportunities that would allow me to expand my understanding and experience in the international development sector. I was curious to learn how international institutions like IFAD implement programmes and conduct business.

I joined IFAD in June 2012 through what was then the Associate Professional Officer (APO) Programme sponsored by the Finnish Government. IFAD as a specialized United Nations agency and International Financial Institution seemed particularly interesting to me and offered fresh perspectives in terms of career development. I was positively surprised by IFAD’s efforts and achievements in improving institutional efficiency and business processes, something that I hadn’t necessarily expected from a UN agency.

I identify strongly with the core values of the United Nations and IFAD’s mission in enabling the rural poor. I review and analyse different types of policy documents by supporting senior managers in their institutional functions and day-to-day management tasks. Although my daily tasks do not involve field missions, my work translates into contributing to IFAD’s programmes and projects to reach the poor rural people more efficiently. I’m proud to work for an institution that is promoting smallholder farmers as entrepreneurs and contributing to enabling the poor with innovative solutions in partnership with governments and other partners.



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**Rana Al Saadi, Arabic Senior Translator/Reviser,  
Office of the Secretary**

“ As a Syrian translator/interpreter based in Damascus, I was not really aware of the pockets of extreme poverty in some of the rural areas of the country. I was recruited as a freelancer to accompany an Evaluation Committee mission to Jabal Alhus where IFAD financed a development project. The trip was an eye-opener as to how much IFAD contributes to the well-being of the rural poor in particular and to the agricultural and rural development of the country in general. I was in Rome on another assignment when the vacancy for the post of the head of the Arabic Translation Unit was announced. I applied and was chosen for the post, and since 2002, I have been the Senior Translator/Reviser at the organization. As the reference point for one of the IFAD official languages, I face many challenges and receive much gratification. Providing support in Arabic, the language of some important donor countries, as well as borrowing countries, gives me a wonderful sense that I am doing my share to help poor rural people. I feel proud at the end of the day that a child had at least one more meal, or a woman was more empowered because she could buy a cow with a microloan from an IFAD-supported project. It is then that you realize what it means to join an organization with a noble mission. ”



## Soma Chakrabarti, freelance consultant working for the Programme Management Department



*I am an Indian/British freelance consultant working with the Environment and Climate Division and with the Policy and Technical Advisory Division.*

*I had been working in Asia and seen some of the great work that IFAD was doing on the ground. More than most other donors, IFAD was renowned for targeting the rural poor and*



*for its pragmatic approach. I then got to know the country programme manager and was infected by her passion.*

*I wanted to be a part of that. When I joined, I was also interested to learn that IFAD took the gender and diversity balance of its staffing seriously and was already doing well in this.*

*I support the development of loans and grants from a socio-economic and gender angle, which supports IFAD's continued focus and fight to lift 80 million people out of poverty.*

*I am proud to work for such an innovative organization that targets rural people, while internally being inclusive.*







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