Deputy Executive Director, Supply Chain and Emergencies

Overview of the Role

Under the guidance of the Executive Director and as a member of the WFP Leadership Group, the principal function of the Deputy Executive Director is to bring together and oversee essential elements of global operations, including effective organizational tools to support emergency response, efficient supply chains, including effective provision of mandated common services, coordinated emergency response and expertise in the delivery of humanitarian assistance, as well as ensuring that WFP's employees and assets are secure.

The Supply Chain and Emergencies department (SE Department) consists of three functional divisions – Supply Chain Operations Division (SCO), Emergencies Operations Division (EME) and Security Division (SEC). The SE Department also oversees the Business Continuity Management Office (BCM).

The department is responsible for providing strategic leadership, guidance and support primarily for WFP's field operations to allow WFP to deliver on its mandate, while ensuring that the work is implemented with measurable progress and demonstrated results towards the SDGs.

The Supply Chain Operations Division spans the entire process of end-to-end planning, sourcing and delivery of assistance. They deliver safe and quality food, goods and services for WFP and the humanitarian community. The Emergency Operations Division convenes and steers WFP in emergency operations in headquarters (HQ) and supports regional bureaux (RBx) and country offices (COs) wherever needed. The division oversees, guides and supports the organization - horizontally (across functions), vertically (HQ-RB-CO) as well as externally (with governments and partners). The Security Division provides specific knowledge of the threats and risks in a country or region and advises on mitigation and prevention measures. To learn more, please visit: https://www.wfp.org/our-work

Main responsibilities include:

- contribute to establishing the vision and strategic direction of the organisation;
- provide guidance and thought leadership to the divisions and offices under supervision: SCO, EME, SEC and BCM;
- engage division heads and lead the formulation, integration and implementation of relevant policies, strategies and plans relating to Supply Chain and Emergency Preparedness and promote the strengthening of WFP's work in the field;
- advise on practical approaches to operationalize the strategic vision and priorities within the department, ensuring optimal alignment with the aim of achieving the SDGs;
• provide strategic advice to regional directors and country directors during the time of crisis;
• provide leadership advice to the development of innovative corporate initiatives, tools and guidance to support field operations;
• in coordination with other departments, spearhead the use of technology to optimize operations and identify efficiencies across the entire value chain;
• create an innovative global strategy for the areas of responsibility, ensuring the buy-in across business units and corporate functions;
• advise on strategic management action in response to observations and recommendations by evaluation and independent oversight and other stakeholder bodies;
• safeguard the organisation against internal and external security risks;
• ensure, through the Business Continuity Management Office, that WFP’s critical business processes continue functioning following a disruptive event. Establish and maintain strategic operational partnerships with key actors to facilitate common operational understanding and approaches, particularly in the field of humanitarian work (ensuring knowledge and respect for humanitarian principles) and provide executive guidance, leadership and support to WFP’s global programmes and operations;
• create organizational precedents and act as a role model, setting an example for the highest standards of integrity for all staff through your personal behaviour. Ensure an organizational environment that respects diversity, gender equality and cultural/racial sensitivity and foster openness to diverse perspectives. Promote a culture of results orientation, collaboration, accountability and innovation;
• lead and foster regional inter-agency partnerships to enable a coordinated and holistic response to the humanitarian or development needs through actively participating in inter-agency strategies settings. Ensure the WFP preparedness actions complement inter-agency efforts;
• represent WFP at international meetings and conferences as requested, asserting the organization’s position at the forefront in senior, high-level United Nations, international, inter-agency and/or intergovernmental fora, including the Executive Board; and
• perform other related duties as requested.
## WFP Leadership Framework: Common Standards of Behaviour

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<thead>
<tr>
<th>Leads by Example with Integrity</th>
<th>Upholds WFP values, principles and standards</th>
<th>Respects others and values diversity</th>
<th>Stays focused and calm under pressure</th>
<th>Demonstrates humility and a willingness to learn</th>
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<tr>
<td></td>
<td>Leads by example and holds others accountable to uphold WFP values, principles and standards</td>
<td>Builds a culture that values diversity, using respectful and inclusive language, and holds those who do not respect others to account</td>
<td>Demonstrates resilience and perseverance by staying focused and calm when under pressure; and acts as a role model for managing difficult and challenging environments</td>
<td>Role-models humility and a willingness to learn and share knowledge, frequently seeking and acting on feedback and pursuing opportunities to develop</td>
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<tr>
<th>Drives Results and Delivers on Commitments</th>
<th>Delivers results for maximum impact</th>
<th>Delegates appropriately</th>
<th>Adapts readily to change</th>
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<td>Identifies and aligns outcomes to the strategic vision, holding self and others accountable for the delivery and quality of organisational results</td>
<td>Delegates appropriately to achieve strategic objectives and drives a culture of empowering others to deliver results</td>
<td>Leads organisational change, demonstrating high tolerance for uncertainty and adapts readily in different contexts</td>
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<tr>
<th>Fosters Inclusive and Collaborative</th>
<th>Is inclusive and collaborative</th>
<th>Gives timely and constructive feedback</th>
<th>Builds and shares new perspectives</th>
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<td></td>
<td>Creates a culture of inclusive leadership by ensuring psychological safety where ideas and issues can be raised freely</td>
<td>Creates a culture of organisational and individual learning by supporting development opportunities and giving timely and constructive feedback</td>
<td>Seeks out, trusts and listens attentively to diverse views to capture, learn, build and share new perspectives within the organisation</td>
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<th>Applies Strategic Thinking</th>
<th>Communicates and fulfils WFP’s vision</th>
<th>Embraces curiosity and new ways of doing things</th>
<th>Analyses and evaluates data</th>
<th>Considers the impact of decisions</th>
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<td>Creates and communicates an inspiring vision for WFP to deliver impactful solutions</td>
<td>Creates an environment that embraces curiosity, and drives innovation when relevant</td>
<td>Interprets data and different perspectives, takes expert advice, shares knowledge, and uses a systems approach to inform complex decision-making</td>
<td>Makes complex decisions, anticipating the immediate and long-term risks and implications for WFP and stakeholders impacted</td>
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**Builds and Maintains Sustainable Partnerships**

- **Builds partnerships**
  - Initiates and builds networks of strategic partnerships by considering future scenarios and identifying opportunities for mutual areas of interest and benefits.

- **Collaborates to deliver common objectives**
  - Collaborates with partners to deliver common objectives by sharing information and co-creating innovative solutions with beneficiaries when appropriate.

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### Functional Capabilities:

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<th>Capability</th>
<th>Description of the behaviour expected</th>
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<td><strong>Strategy and Planning</strong></td>
<td>Develops and oversees the implementation of long-term strategic plans to deliver a diverse and complex range of programmes across WFP, leveraging relationships with key internal and external stakeholders. Demonstrates acute awareness of the broadest organisational, contextual and security issues to enable the secure delivery of organisational strategy.</td>
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<td><strong>Operations</strong></td>
<td>Applies in-depth understanding of the WFP's objectives to translate this into country / region strategies and identifies required operational outcomes; proactively ensures that various work streams of management teams across functions have the expertise and resources to deliver on these effectively. Leverages thorough knowledge of international geopolitical conditions to define emergency preparedness actions and influences co-operations in inter-agency efforts.</td>
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<td><strong>Resources</strong></td>
<td>Leads WFP's fundraising strategies, overseeing the implementation within area of responsibility. Leads by example, proactively building a network of senior external stakeholders and raising the profile of WFP to support delivery of the fundraising strategy. Effectively balances priorities and oversees the development of plans to ensure all resource needs are optimally met, whilst ensuring ongoing alignment with broader organisational aims.</td>
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<td><strong>Diplomacy</strong></td>
<td>Demonstrates expert skill in negotiation and diplomacy on an international and inter-agency platform, delivering compelling arguments to governments and other strategic partners that demonstrates WFP's value to society and the world at large. Contextualizes WFP strategy for a particular area of operation to ensure its effective advocacy. Expertly exchanges impactful and compelling information with external partners (e.g., other sectors, donors, and media) in beneficiary regions, reaching resolutions that support long-term WFP aims.</td>
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<td><strong>People Management</strong></td>
<td>Ability to engage, lead and influence geographically dispersed and mobile teams to deliver effective solutions in complex, fast moving and/or intense situations. Creates a high performance culture across these boundaries in which people are accountable, empowered and supported, using strategic human resource management as the vehicle for delivering this. Demonstrates ability to communicate clearly and effectively to teams. Engages Directors and their teams in setting high standards of people management, supporting and enabling them to act on human resource issues in their region. Models behaviour in their own leadership style, encouraging open communication and effective conflict resolution.</td>
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Qualifications and Experience Required

This position offers a global leadership role in one of the world's leading humanitarian organizations and offers a truly unique and exciting opportunity for internationally experienced executives who have excelled in the international, private and/or public sectors. The role demands stature and senior-executive level presence, built on a successful track record in managing operations at an international level, in multi-cultural, highly complex, dynamic and rapidly evolving organizations.

Education

- Advanced University degree in Economics, International Development, Social Sciences or other relevant field, or First University degree with additional years of relevant experience and/or advanced training/courses.

Experience and core requirements

- Minimum of twenty years of experience of demonstrated experience in providing direction and leading large, multi-disciplinary and multi-cultural teams in large international organizations or public sector entities, preferably in UN organisations.
- The candidate must have a proven track record of diplomacy and preferably have led the development of strategic relationships with donors/government officials, private partnerships, United Nations agencies and civil society actors.
- Experience in field operations and headquarters, with a background in Supply Chain / Operations / Emergencies.
- Strong, reliable, and mature judgement and decision-making skills with the ability to make difficult decisions under pressure; identify the key issues in a complex situation and come to the heart of the problem quickly.
- Proven experience in successfully managing and leading roles with significant breadth and complexity stature and authority to influence at all levels.
- Ability to demonstrate conceptual and analytical skills to understand the big picture, assimilate information from a variety of sources, and translate this into practical and prioritized action and planning.
- Demonstrated thought leadership, management, strong communication, negotiation, team building, partnership and strategic visioning skills.
- Firm commitment to the work, objectives, values and guiding principles of WFP and the United Nations system.
- Impeccable personal and professional integrity.
- Compelling track record of leading or influencing transformation of talent processes across various levels, able to drive change into traditional stakeholder relationships and gather business support for innovative ways of working that create value for the organization.
- Strong networking and relationship-building skills, evidenced by an extensive network of contacts with key players and stakeholders at the international level. Intellectually curious, creative and strategic thinker.
- Able to think out of the box, challenge conventional norms and try new approaches with tact and judgement.
- A team player with a high level of energy, enthusiasm, and dedication to the mission and objectives of WFP.
- Able to provide leadership and responsibility for incorporating gender perspectives into substantive work and ensuring the equal participation of women and men in all areas of work;
demonstrate knowledge of strategies and commitment to the goal of gender balance in staffing and creating a gender-sensitive working environment that pays attention to work/life issues.

- Strong ability to leverage IT systems and solutions.
- General knowledge of United Nations system policies, rules, regulations and procedures governing administration.
- Extensive knowledge of WFP policies, procedures and operations is highly desirable.

Languages

- Fluency (level C) in English language. Intermediate knowledge (level B) of a second official United Nations language: Arabic, Chinese, French, Russian, Spanish, and/or Portuguese, (a WFP working language).

Human Rights Screening

In accordance with the policy for the nomination of candidates, the Secretariat wishes to outline that it is the responsibility of the nominating Government to ensure that each candidate it nominates has not been convicted of, or is not currently under investigation or being prosecuted for, any criminal offence, or any violation of international human rights law or international humanitarian law. In the case of nominees who have been investigated for, charged with or prosecuted for any criminal offence but were not convicted, the nominating Government is requested to provide information regarding the investigation(s) or prosecutions concerned. The nominating Government is also requested to certify that it is not aware of any allegations against its nominated candidates that they have been involved, by act or omission, in the commission of any acts that amount to violations of international human rights law or international humanitarian law.

Individuals who are either nominated by Member States or who seek to serve with the United Nations in any individual capacity will be required, if short listed, to complete a self-attestation stating that they have not committed, been convicted of, nor prosecuted for, any criminal offence and have not been involved, by act or omission, in the commission of any violation of international human rights law or international humanitarian law.

Conflicts of Interest

All United Nations staff members are expected to uphold the highest standards of efficiency, competence and integrity. Senior leaders in particular have the responsibility to serve as role models in upholding the Organization's ethical standards.

A conflict of interest occurs when, by act or omission, a staff member's personal interests interfere with the performance of his/her official duties and responsibilities, or call into question his/her integrity, independence and impartiality. Risk for conflicts of interest may arise from a staff member's engagement in outside (non-UN) employment or occupation; outside activities, including political activities; receipt of gifts, honours, awards, favours or remuneration from external (non-UN) sources; or personal investment. In particular, no staff member shall accept any honour, decoration, favour, gift or remuneration from any Government (staff regulation 1.2 (j)).
Where a real or perceived conflict of interest does arise, senior leaders are obligated to disclose this to the Organization without delay. In order to avoid real or perceived family influence or preferential treatment and conflicts of interest that could stem from such situations, the UN Staff Rules provide that appointments “shall not be granted to anyone who is the father, mother, son, daughter, brother or sister of a staff member” (staff rule 4.7 (a)).

Short-listed individuals will also be required to complete the pre-appointment declaration of interests for senior positions form, to identify possible conflicts of interest that may arise and to proactively prevent and manage, as much as possible and in a timely manner, situations in which personal interests may conflict or appear to conflict with the interests of the United Nations, should the individual be appointed to this position.

**Deadline for applications**
All applications should include a cover letter and the curriculum vitae of the candidate in English and must be submitted through the WFP Careers website by Sunday, June 12, 2022.