

## **EXECUTIVE DIRECTOR OF THE WORLD FOOD PROGRAMME**

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The World Food Programme (WFP) was established jointly by the United Nations and the Food and Agriculture Organization (FAO). The Executive Director of WFP is jointly appointed by the Secretary-General of the United Nations and the Director-General of FAO after consultation with the Executive Board of WFP.

WFP is the world's largest humanitarian agency ([www.wfp.org](http://www.wfp.org)). With a 2015 annual budget of about USD 4.8 billion (estimated USD 5.89 billion in 2016) and a workforce of approximately 14000, WFP is one of the largest voluntarily funded programmes in the United Nations system. It is one of the leaders in provision of food assistance in emergencies such as those in Iraq, South Sudan, Syrian Arab Republic and Yemen; 79 percent of expenditure is directed to emergencies.

Working with over 1000 non-governmental organizations, annually WFP directly assists 80 million of the world's most vulnerable people in 80 countries. A further 2 million people are reached with programmes funded through trust funds, mostly supported by host governments. The purposes of WFP are to use food aid to support economic and social development; to meet refugee and other emergency and protracted relief food needs and to promote world food security in accordance with the recommendations of the United Nations and the Food and Agriculture Organization and Agenda 2030 for Sustainable Development.

The post of Executive Director of WFP is established at the Under-Secretary-General level and the incumbent is a member of the United Nations Secretary-General's Senior Management Group as well as of the Chief Executives Board (CEB). The term of the Executive Director is five years and may be renewed for an additional five years.

The Executive Director is responsible and accountable to the Executive Board for the administration of WFP and for the implementation of WFP programmes, projects and other activities, and to the Secretary-General for collective United Nations system-wide results, in particular:

- Setting and managing the strategic direction of the World Food Programme in accordance with its core mission and system-wide priorities, and with United Nations governance requirements, including delivering and reporting on results achieved;
- Fund-raising in the context of an entirely voluntarily-funded organization to ensure that assessed needs are sufficiently resourced so that WFP's constantly changing requirements are met and human suffering is spared;
- Ensuring that cost of management and administration of WFP is at minimum consistent with the maintenance of efficiency and accountability and using the most efficient and cost-effective services, including in the field;
- Making use of the technical capacities of FAO and the International Fund for Agricultural Development and other United Nations Specialised Agencies, Funds and Programmes within their mandate for integrated analysis and policy advice and to contribute to bridging the humanitarian-development divide and, as well, contributing WFP capacities to agreed system-wide action as relevant;
- Managing food assistance operations and providing strategic leadership in emergency, refugee and development situations designed to reach vulnerable people or those in great need and help lay the foundations for longer-term development ;
- Enhancing WFP's food assistance tool box based on a rigorous analysis of needs and context, preferences, operational goals, efficiency, and evidence of potential impact;

- Developing policies and programmes to help nations design and implement food security and nutrition strategies, including food productive safety nets, drawing on the capacities of other United Nations Specialized Agencies, Funds and Programmes as appropriate in an integrated approach to national development;
- Contributing to an effective advocacy for Zero Hunger Challenge and the Sustainable Development Goals, particularly those related to hunger and malnutrition and partnership;
- Representing and advocating for vulnerable people, including advocating for respect/adherence to the humanitarian principles and international humanitarian law (IHL);
- Ensuring that recruitment of all staff is done in a transparent manner, based on merit.

Candidates for the post should have a combination of the following skills, traits, strengths and experiences:

### **Leadership and management skills**

- Highly developed **leadership skills** including the ability to inspire, encourage and build trust and confidence, and assume leadership roles within an executive group that provides collective leadership to the wider United Nations development system. The candidate will support WFP staff and uphold the principles of partnership; she/he will maintain the high aspirations of WFP and the United Nations and consistently address the most difficult and complex humanitarian issues of the day and their intersection with development and peace building. This includes providing critical support to the humanitarian system through WFP's leadership or co-leadership of the global humanitarian clusters as well as through its reach in the deep field and enhanced collaboration with the Secretariat Departments and the United Nations development system to work across silos and at the Humanitarian-Development-Peace nexus in addressing the drivers of violent conflict, delivering humanitarian assistance and developing institutions, resilience and capacities simultaneously in a complementary and synergetic way in order to end humanitarian needs;
- Strong and documented **management skills** and experience required to guide a large, highly decentralized and unusually diverse international organization including demonstrated ability to attract, retain and deploy the best possible staff. He/she should have a demonstrated record of setting and adhering to clear standards for accountability, probity, value for money and risk management and zero tolerance to fraud and corruption; for ensuring sound and transparent financial management; and delivering continuous improvement in WFP's organizational impact, effectiveness and performance management systems. He/she must have the ability to direct WFP staff resources strategically, effectively and transparently, with appropriate delegations of authority;
- Track record of successful change management in a large organization is essential;
- The ability to **manage time** and **prioritize** in high-pressure situations. The candidate must be able to prioritize and identify the best possible use of her/himself and senior staff in the face of potentially overwhelming demands across a wide spectrum of WFP operational activities;
- The ability to think beyond traditional modes and to be **innovative** in seeking solutions to complex operational and logistical challenges;
- Excellent **communication skills** including the ability to facilitate communication so that she/he will fulfil WFP's responsibility of accountability and transparency to members of the Executive Board and other stakeholders;
- Strong **advocacy skills** to be utilized in extensive public speaking, daily media interviews and interaction, giving testimony to intergovernmental bodies, and advocating for WFP in the United Nations system; and

- The **diplomatic skills** necessary in an often highly charged, high-profile political environment, promoting the concept of humanitarian space, maintaining humanitarian principles of humanity, neutrality, impartiality and independence as well as focus on WFP's mandate amid volatile and controversial political debate.

### **Personal characteristics**

- Deeply committed to advancing gender equality and women's empowerment and the promotion of better lives for vulnerable people, who are most often women and children. The candidate must also have a strong dedication to humanitarian principles, human rights, justice, fairness and equity and be prepared to take action to achieve them;
- A strong commitment and understanding of reform in the international humanitarian and aid system; willingness to engage positively in coordinated efforts at the field level; and an ability to develop and promote a clear vision of WFP's place and comparative advantage within the wider humanitarian and development system;
- The ability to remain consistently dedicated to a wide variety of challenges including: reducing child hunger and undernutrition; the campaign to end HIV/AIDS; achieving gender equality and women's empowerment; the needs of WFP staff, both national and international (particularly those in hardship duty stations); and WFP's status as a high performer in the humanitarian cluster system;
- The capacity to undertake and enhance innovative and mandate-focused corporate strategies that will ensure WFP is an efficient and transparent organization. The candidate should have knowledge and experience of driving programmes for risk management, lesson learning, results-based management, extending best practice and promoting accountability in order to maintain and improve WFP's cost effectiveness; and
- The candidate must have sensitivity to political, social and cultural differences and be comfortable in conversations, interactions and social settings involving leaders at all levels.

### **Background and experience**

- Minimum 20 years of experience of strong and effective relationships with governments, international organizations, civil society, non-governmental organizations and the private sector. The candidate must have positive and pro-active strategies for building trust, confidence and productivity with partner organizations, identifying emerging issues and defining response strategies, and to working with countries to develop their own capacity to respond to emergencies and address food insecurity and nutrition;
- A positive, engaged and informed approach to United Nations reform and the ability, therefore, to ensure that WFP makes the most of opportunities and rises effectively to challenges while collaborating with other humanitarian and United Nations partners. Likewise, the will to coordinate and work together with the United Nations family and other humanitarian actors, including the Rome-based Agencies. Knowledge of best practices in United Nations reform measures is a requirement;
- Highly developed and proven fund-raising abilities, including voluntary financial support from countries and from the private sector and other sources;
- Ability to develop public/private partnerships that will contribute to WFP's efficiency and effectiveness;
- Graduate level degree (Master's, J.D., or Ph.D.) in related field;
- Fluency in English is required and sufficient skill in at least one of the official working languages of the Executive Board (Arabic, French, or Spanish) is highly desirable. Knowledge of another official United Nations language is an asset;
- The nomination of women candidates is strongly encouraged.