

## Country Director

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Company: International Fund for Agricultural Development

Location: Ivory Coast

Category: other-general

## Key Functions and Results

- 1. COUNTRY STRATEGIC PROGRAMME MANAGEMENT:** The Country Director manages country strategy development for countries within the assigned portfolio of work. S/he is accountable for leading and managing the development and implementation of medium- to longer-term strategies (COSOP) for IFAD's collaboration with governments and other national stakeholders for agricultural development and rural poverty reduction, following the principles of ownership, alignment and harmonization. This entails analysis of the dynamics of agricultural development and rural poverty reduction, the development of relevant country-specific strategies, and the definition of IFAD's value added in this context.
- 2. COUNTRY PROGRAMME MANAGEMENT:** The Country Director manages IFAD programmes and related IFAD-funded projects within the portfolio assigned by the Division Director, leading the design and supervision of the projects as well as loan and grant negotiations, all in accordance with IFAD's applicable policies. The Country Director is accountable for analysing relevant information, assisting in the periodic monitoring and evaluation of results achieved, and reporting on and disseminating findings. S/he contributes effectively to the IFAD organizational change agenda, with reference to issues related to IFAD's direct supervision and implementation support modalities.
- 3. INSTITUTIONAL REPRESENTATION AND PARTNERSHIP MANAGEMENT** The Country Director serves as a designated IFAD representative at country level. S/he catalysing effective

partnerships with a broad range of stakeholders in agricultural development and rural poverty reduction, including government and non-governmental institutions, bilateral and multilateral financing institutions, civil society organizations, research centres and the private sector. Additionally, s/he enhances IFAD's relationships and collaboration with in-country partners, focusing on synergies and coordinated strategies with multilateral/bilateral donors and civil society organizations involved in agricultural development and rural poverty reduction. S/he represents IFAD on the UN Country Team, playing a significant role in coordinating operational activities for development, and contributes to all international and national meetings/thematic groups meetings. The Country Director may coordinate the operational work of the assigned portfolio with the relevant Head of an IFAD Multi-Country Office (MCO) and may provide coordination and administrative support to other Country Directors (P5) managing portfolios assigned to one of the areas covered by the respective MCO and Knowledge Centre. S/he may also be responsible for the administrative supervision and first-level operational support to the Country Directors (P4) managing portfolios assigned to one of the areas covered by the respective MCO.

**4. CONTRIBUTION TO POLICY LEADERSHIP:** The Country Director contributes to corporate-level strategy on core IFAD policy within the assigned portfolio, led by Division Directors. S/he maintains and promotes constructive dialogue on the development of pro-poor agricultural development and rural poverty reduction policies and in enabling the rural poor to advocate for institutional transformation. S/he regularly participates in relevant policy meetings and events of interest to IFAD's target groups and which involve the government, donors, and civil society, including NGOs, to render the policy dialogue agenda both credible and sustainable. S/he contributes to IFAD's policy intelligence with regular updates and information exchange on relevant policy discussions and ensures proper knowledge management is in place. Policy dialogue focuses on seeking to link the realities on the ground and the voices of the poor with national policies and programmes.

**5. OFFICE MANAGEMENT:** The Country Director has delegated authority to manage the country office, including the direct utilization of allocated resources. As such, s/he is accountable for the administrative management of human resources, contracting goods and services, certifying payments within established threshold and financial management. The Country Director leads and manages the team of staff responsible for delivering country programmes, including performance evaluation and staff development of the staff members under her/his supervision.

## Key Performance Indicators

The County Directors deliver technical and managerial leadership to the substantive development and execution of the assigned portfolio, including providing (i) day-to-day managerial direction to Country Directors and other senior staff (up to P-4 level), managerial direction to programme analysts and officers (up to P-3 level), country programme officers and assistants as well as administrative assistants; (ii) effective representation with government counterparts and other programme collaborators; and (iii) ability to anticipate and manage potential risks to the success of programmes.

Assigned areas may include sub-regional clusters of countries either politically sensitive, high profile or highly complex countries as identified in the country classification matrix.

The CD will head the Cote d'Ivoire ICO in Abidjan and be in charge of its effective functioning and is expected to also work closely with the IFAD Regional Office, also located in Abidjan but separate from the ICO.

## Working Relationships

**COMMUNICATIONS:** The Country Director serves as the IFAD spokesperson in the country concerned and, in carrying out this role and when required, draws on the advice and expertise of IFAD's Communications Division (COM). S/he holds regular consultations with IFAD counterparts, line ministries and governmental bodies at all administrative levels, donors, civil society, etc. to enhance the effectiveness and impact of IFAD operations. The Country Director also seeks to improve coordination among IFAD, the government and key development partners with a view primarily to ensuring synergy and a common approach to emerging agricultural development and rural poverty reduction strategies, policies and investment programmes. S/he serves as IFAD liaison with project authorities and helps address administrative and programme-related substantive issues, such as targeting and identifying needs for technical backstopping. The Country Director proactively works with project management to ensure compliance with IFAD policies and overall orientation towards the achievement of results and impact. As the senior expert on country programme formulation and delivery, the effectiveness of the Country Director as an advocate and trusted counterpart substantially affects IFAD's image as a reliable and creative partner. Extending beyond the parameters of a country programme, and as representative of the Division, the Country Director leverages the impact of IFAD supported agricultural

development and rural poverty reduction programmes. S/he has the authority to establish programme agreements for assigned activities within the established strategic direction of the countries assigned. S/he contributes to resolving politically sensitive and/or highly complex issues with governments and partner institutions.

### **Job Profile Requirements**

#### **Organizational Competencies:**

Building relationships and partnerships - Builds and maintains strategic partnerships internally and externally

Communicating and negotiating - Acquires & uses a wide range of communication styles & skills

Demonstrating leadership - Leads by example; initiates and supports change

Focusing on clients - Contributes to a client-focused culture

Learning, sharing knowledge and innovating - Challenges, innovates & contributes to learning culture

Managing performance and developing staff - Manages wider teams with greater impact on others and on the organization

Managing time, resources and information - Coordinates wider use of time, information and/or resources

Problem-solving and decision-making - Solves complex problems and makes decisions that have wider corporate impact

Strategic thinking and organizational development - Staff in management and/or strategic leadership roles

Team working - Fosters a cohesive team environment

#### **Education:**

cludes Advanced university degree from an accredited institution listed on <https://whed.net/home.php> in rural development, agriculture, economics, rural finance, development policy or related field is required (\*):

(\*): Note: For internal candidates, this requirement will be assessed in line with the provisions set forth in IFAD's Human Resources Implementing Procedures.

#### **Experience:**

At least ten (10) years of progressively responsible professional experience in rural development, agriculture, economics, rural finance, development policy or other job-related fields.

Four (4) years in a multi-cultural organization or national organization providing support on a global scope.

Position-specific experience: Working in international organizations, rural development/financial institutions or government services, preferably in area of implementation and supervision of rural development programmes. Knowledge of the countries assigned in WCA. Experience may include project design, development, implementation and evaluation. At least 2 years (of the total 10) experience in resource (human, financial and material) management in an international organization is an asset.

### **Languages:**

Required **English and French** (4 – Excellent)

Desirable: Spanish, or Arabic (3 – Good)

### **Skills:**

Budgeting, resource management: Know-how in budget administration and accounting, resource allocation and planning at divisional level

Advocacy: Know-how in advocacy, to maintain and promote constructive dialogue around IFAD's vision to external actors

IFAD partners: Knowledge of IFAD's partners' functioning and mandate, such as the public sector (e.g. governments and policy, institutions and system), non-state actors (NGOs, CSOs, Foundations, etc.) and private sector actors

Performance management: Know-how in managing performance, learning management, establishing learning plans and ensuring staff supervised meet their development needs while meeting the needs of IFAD

Risk management (e.g. reputational): Identification and assessment of potential liabilities and risks in IFAD's activities, particularly vis-à-vis third parties; ability to handle risks via contingency and mitigation strategies

Stakeholder management: Strong alignment capabilities and consultation skills, building on effective interactions and relationships with different stakeholders (e.g. for the co-

creation of communication material with member states) and ability to build and maintain a strong network (e.g. with journalists, media outlets, etc.)

Initiative and good judgment: High sense of proactive initiative-taking and good judgement (including on security matters)

Leadership: Group thought leader, sought out by others and providing mentorship and effective guidance to others; Ability to build trust, inside and outside the organization by acting as a role model for IFAD's core values and competencies, and to provide a clear sense of direction, mentorship and effective guidance to the team, strategizing the IFAD's goals, giving the vision, empowering the team and ensuring a positive environment for all.

Political acumen: Ability to conduct sound political analysis and understand complex environments, providing options and advice

Strategic mindset: Proactive, ongoing identification of strategic opportunities, potential synergies and partnerships

Verbal communication: Clear, succinct and convincing verbal communication; highly professional, balanced and diplomatic language

Evidence-based policy: Know-how in the formulation of concrete and actionable policy recommendations based on hard evidence (going beyond simple data interpretation)

Loans & grants: Know-how in designing loan and grant operations and managing loan and grant preparation process

Policy dialogue: Know-how in the representation of IFAD as a trusted and strategic partner, advocating and promoting IFAD's mandate and vision; effective consultations with IFAD counterparts - like ministries and governmental bodies at all administrative levels, donors, civil society

Programme/Project development, management: Know-how in Programme/Project development, implementation, management

Topical expertise - Programme Mgmt for Agricultural Development: Expertise relevant to the specific role (e.g. For ethics office assistant, procedures outlined in the Code of Conduct, Discipline and Anti-harassment provisions of applicable rules and guidelines)

Rural Finance: Expertise in inclusive rural finance: i.e. pro-poor rural and agricultural financial services (including savings, credit, insurance, payments, remittances, etc.), customer demand and capacities, financial service providers, financial systems and markets, and policy and regulations (micro, meso and macro level adapted support).

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