

No.12/4/2022-FA(UN)
Government of India
Ministry of Personnel, Public grievances and Pensions
Department of personnel & Training

North Block, New Delhi
Dated 04th January, 2023

To,

1. Secretaries,
All Ministries/Department of the Government of India
2. The Chief Secretaries,
All State/UT Governments

Sub: Proposal of MEA for circulation of vacancy notification of United Nations inviting nominations for the position of Executive Director of the World Food Programme (WFP) based in Rome, Italy-reg

Sir/Madam,

Ministry of External Affairs vide their I.D. Note No. Q/PA-I/575/19/2022 dated 27/12/2022 (copy enclosed) has informed this Department that United Nations has sought nomination of candidates for the position of Executive Director of the World Food Programme (WFP) at Under-Secretary-General level with the Food and Agriculture Organization (FAO) and based in Rome, Italy.

2. Vacancy notice of the United Nations thereby inviting nominations for the post of Executive Director of the World Food Programme (WFP) containing the details, scope, principal functions, skills and expertise for the post etc. is enclosed. The last date to apply for the above position is **30th January, 2023**. The applications are required to be submitted through website <http://www.wfp.org/sg/en/vacancies/index.shtml>. Further information on WFP is available on the website <http://www.wfp.org>.

3. Officers of the level of Joint secretary in the Government of India and the State Governments may consider to apply for the above post by following the due procedure duly laid down in United Nations Vacancy notification dated 16/12/2022 enclosed herewith. As the role of DoP&T in the matter is restricted only upto circulation of vacancy, no further reference with regard to submission of application need to be sent by the applicants to this Department.

Yours faithfully,



(Nidhi Srivastava)
Deputy Secretary to the Government of India
Email-dirms@nic.in

Copy for information to:

Ms. Soumya Gupta, Deputy Secretary (FSP & Cadre), I.D. Note No. A/PA-I/575/19/2022 dated 27/10/2022, Ministry of External Affairs, Room No. 37, South Block, New Delhi

Ministry of External Affairs
(PA-I Section)

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JS (PA UN)

Sub: Nomination of candidates for the position of Executive Director of the World Food Programme.

United Nations (FAO) is calling for Nomination of candidates for the position of Executive Director of the World Food Programme, based in Rome.

2. Executive Director of the World Food Programme is a member of the Secretary General's Senior Management Group, and serves as a role model for the United Nations Values and Behaviours Framework and the desired behaviors of the United Nations System Leadership Framework.

3. The Secretary General is seeking an individual with:

- Minimum 20 years of experience of strong and effective relationship with Governments, International organisation, Civil society, Non Governmental Organisations and private sectors.
- Highly developed inclusive leadership skills, including the ability to inspire, encourage and build trust and confidence, and assume leadership roles within an executive-group that provide collective leadership to the wider United Nations development system.
- Strong and documented management skills and experience to guide a large, highly decentralized and very diverse international organisation, including demonstrated ability to attract, retain and deploy the best possible staff and foster diversity and inclusion, etc.

Languages: English and French are the working languages of the UN. Fluency in English is mandatory. A working knowledge of other UN languages is desirable.

4. Nominations must be submitted through website <http://www.wfp.org/sq/en/vacancies/index.shtml> by **30 January 2023**. Further information on WFP is available on the website <http://www.wfp.org>.

5. DoPT is requested to disseminate the above mentioned vacancy circular among officers of the level of Joint Secretary in Government of India and State Governments.

(Soumya Gupta)

Deputy Secretary (FSP & Cadre)

Room No. 37, South Block, New Delhi

Tel No. 011-23011650

Ministry of Personnel, Public Grievances and Pensions

Department of Personnel and Training

Kind Attn: **Ms. Nidhi Srivastava**

Deputy Secretary (SM)

Room No. 20, North Block, New Delhi.

MEA ID No. Q/PA-I/575/19/2022, Dated: 27 December 2022

REFERENCE: EOSG/SLA/2022/9

Executive Director of the World Food Programme

The Secretariat of the United Nations and the Food and Agriculture Organization of the United Nations (FAO) present their compliments to the Permanent Missions to the United Nations and have the honour to request the nomination of candidates for the position of Executive Director of the World Food Programme (WFP). This position is at the Under-Secretary-General level and is based in Rome, Italy.

The Executive Director of WFP is a member of the Secretary-General's Senior Management Group, and serves as a role model for the United Nations Values (Inclusion, Integrity, Humility and Humanity) and Behaviours Framework (Connect and Collaborate; Analyse and Plan; Deliver Results with Positive Impact; Learn and Develop; Adapt and Innovate) and the desired behaviours of the United Nations System Leadership Framework. The Executive Director is also a member of the United Nations Sustainable Development Group, which guides, supports, tracks and oversees the coordination of United Nations development operations in 162 countries and territories.

The United Nations Secretariat and FAO welcomes nominations to supplement the Secretary-General and the Director-General's search and consultations and would especially welcome the nomination of women candidates.

Background

The World Food Programme was established jointly by the United Nations and 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 the WFP.

Further information on WFP is available on the following website: <https://www.wfp.org/>

Nominations must be submitted through the following website:
<https://www.un.org/sg/en/vacancies/index.shtml> by Monday 30 January 2023 (midnight New York time).

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The nominating Government is also requested to certify that it is not aware of any allegations against its nominated candidate, 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.

All nominations will be treated with the strictest confidence and short-listed candidates will be contacted directly to undergo an assessment process, reference and background checks, including human rights and conflicts of interest screening.

Duties and Responsibilities; Skills and Expertise

The attached terms of reference will be used to identify an outstanding leader as the next Executive Director of WFP.

Languages

English and French are the working languages of the United Nations. For this position, fluency in English is required. A working knowledge of French or other United Nations official language will be an advantage.

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, including sexual exploitation and abuse, 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 a criminal offence, including sexual exploitation and abuse, or 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, including sexual exploitation and abuse, and have not been involved, by act or omission, in the commission of any violation of international human rights law or international humanitarian law, including sexual exploitation and abuse.

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Conflicts of interest screening

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 their official duties and responsibilities, or call into question their 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 United Nations 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 a pre-appointment declaration of interests for senior positions 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.

The Secretariat of the United Nations and the Food and Agriculture Organization of the United Nations take this opportunity of reiterating to the Permanent Missions to the United Nations the assurances of their highest esteem.

16 December 2022

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EXECUTIVE DIRECTOR OF THE WORLD FOOD PROGRAMME

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 (<https://www.wfp.org/>) which also supports resilience activities. With a 2022 annual budget of about USD 9.6 billion and a workforce of more than 21,000, of whom 87 per cent are field-based across 123 countries and territories, WFP is one of the largest voluntarily funded programmes in the United Nations system. It is a leader in provision of food assistance in emergencies, such as those in Afghanistan, Ethiopia, Somalia, South Sudan and Yemen. WFP was awarded the Nobel Peace Prize in October 2020 for its strong advocacy for the critical role of peace in ending hunger, and for the use of food as a means to build a pathway to peace, stability and prosperity for people recovering from conflict, disasters and the impact of climate change.

Working with over 1000 non-governmental organizations annually, WFP directly assists more than 128 million of the world's most vulnerable people in over 120 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 assistance to meet refugee, vulnerable people and other emergency and protracted relief food needs; to support economic and social development 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 and Chief Executives Board (CEB), and a member of the United Nations Sustainable Development Group, chaired by the Deputy Secretary-General. 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 an Executive Board of 36 Member States 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 the cost of management and administration of WFP is at minimum, consistent with the efficient and cost-effective services, including in the field, transparency and accountability;
- making use of the technical capacities of the FAO and the International Fund for Agricultural Development

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and other United Nations Specialised Agencies, Funds and Programmes, according to their respective mandates, for integrated analysis and policy advice and to contribute to bridging the humanitarian-development divide and building pathways to peace; 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, drawing on the capacities of relevant United Nations agencies, 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 a healthy, inclusive and respectful workplace for all WFP personnel, regardless of race, ethnicity, gender, sexual orientation, belief, disability, age, or any other aspect of who they are; and
- ensuring that recruitment of all staff is done in a transparent manner, based on merit and geographical representation.

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

Leadership and management skills

- highly developed **inclusive 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 in all its diversity 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. It also includes enhanced collaboration with the Secretariat Departments and the United Nations development system to work across silos and at the Humanitarian-Development-Peace nexus to address the drivers of violent conflict, deliver humanitarian assistance and support the strengthening of national institutions, capacities and resilience to end humanitarian needs;
- strong and documented **management skills** and experience to guide a large, highly decentralized and very diverse international organization, including demonstrated ability to attract, retain and deploy the best possible staff and foster diversity and inclusion. She/he should have a demonstrated record of setting and adhering to clear standards for highly ethical conduct, transparency, accountability, probity, value for money and risk management and zero tolerance to fraud and corruption; for ensuring sound and transparent financial management; maximizing effectiveness of resources and ensuring their allocation to their intended

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proposes; and delivering continuous improvement in WFP's organizational impact, effectiveness and performance management systems. She/he 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, prioritize and take tough decisions** in high-pressure situations, and undertake informed decision making with sound understanding of context, data and evidence. 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 the 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, and focus on WFP's mandate amid volatile and controversial political debate.

Personal characteristics

- The candidate must have a strong dedication to humanitarian principles, human rights, justice, fairness and equity, and be prepared to take action to achieve them. Furthermore, the candidate must be able to serve as an example of WFP's core values of integrity, collaboration, commitment, humanity and inclusion, and be 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;
- 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:

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- 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, free of any conflict of interest, 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;
- minimum 10 years of experience in senior leadership positions, preferably in complex organizations and environments;
- 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 and ability to effectively 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;
- advanced university degree 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; and
- the nomination of women candidates is strongly encouraged.