








## Programme Policy Officer Team Lead (NOB) (Damascus-S01) OA054-2024 (READVERTISED)

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-  Fully Present
-  Damascus, Syria, The Arab Republic
-  Full time
-  Posted Today
-  JR106930

### DEADLINE FOR APPLICATIONS

26 November 2024-23:59-GMT+03:00 Eastern European Time (Damascus)

*WFP celebrates and embraces diversity. It is committed to the principle of equal employment opportunity for all its employees and encourages qualified candidates to apply irrespective of race, colour, national origin, ethnic or social background, genetic information, gender, gender identity and/or expression, sexual orientation, religion or belief, HIV status or disability.*

### ABOUT WFP

The World Food Programme is the world's largest humanitarian organization saving lives in emergencies and using food assistance to build a pathway to peace, stability and prosperity, for people recovering from conflict, disasters and the impact of climate change.

At WFP, people are at the heart of everything we do and the vision of the future WFP workforce is one of diverse, committed, skilled, and high performing teams, selected on merit, operating in a healthy and inclusive work environment, living WFP's values (Integrity, Collaboration, Commitment, Humanity, and Inclusion) and working with partners to save and change the lives of those WFP serves.

To learn more about WFP, visit our website: <https://www.wfp.org> and follow us on social media to keep up with our latest news: [YouTube](#), [LinkedIn](#), [Instagram](#), [Facebook](#), [Twitter](#), [TikTok](#).

### WHY JOIN WFP?

- WFP is a 2020 Nobel Peace Prize Laureate.
- WFP offers a highly inclusive, diverse, and multicultural working environment.
- WFP invests in the personal & professional development of its employees through a range of training, accreditation, coaching, mentorship, and other programs as well as through internal mobility opportunities.
- A career path in WFP provides an exciting opportunity to work across the various country, regional and global offices around the world, and with passionate colleagues who work tirelessly to ensure that effective humanitarian assistance reaches millions of people across the globe.
- We offer an attractive compensation package (please refer to the **Terms and Conditions** section of this vacancy announcement).

#### **BACKGROUND AND PURPOSE OF THE ASSIGNMENT:**

Over more than a decade, Syria has faced a relentless crisis that has driven hunger and humanitarian needs to unprecedented heights. The convergence of ongoing insecurity, widespread displacement, economic deterioration, infrastructural damage, and inadequate basic services has severely heightened vulnerability among men, women, and children. According to the 2023 Humanitarian Needs Overview (HNO), a staggering 12.9 million people, or 55% of the population, are food insecure, including 3.1 million facing severe food insecurity. Additionally, 2.6 million people are at imminent risk of becoming food insecure. In today's Syria, the minimum wage can only afford a fifth of a family's food needs.

#### **CONTRACT DETAILS:**

Contract Type: Fixed Term (FT)

Duration: 12 months

Duty Station: Damascus,

Number of required employees: 1

The position is advertised internally and externally.

#### **Objectives**

To perform specialized and/or standardized policy and programme-related processes and activities to support the effective design of assistance packages.

#### **Organizational Context and Role**

The Programme Policy Officer - NOB will lead the strategic design of SO1 Programme Activities in collaboration with the other units in the WFP CO such as Delivery, RAM etc. and WFP Area/Field Offices.

The prolonged conflict in Syria, now in its thirteenth year, continues to take a heavy toll on the Syrian population. Syrians suffered high levels of food insecurity. The nationwide food security assessment conducted by WFP and the Whole-of-Syria Food Security Sector in late 2023 revealed that 12.9 million people, more than 50 percent of the population, faced acute insecurity and 2.6 million people were at risk of sliding into food insecurity including people residing in camp settings who are considered fully dependent on humanitarian assistance.

Overall, 12 million Syrians remained displaced at the end of 2023; either as refugees outside the country or as internally displaced people (IDPs) within Syria. No significant refugee returns were observed, and over 5.5 million Syrian refugees remained outside the country at the end of the year 2023. Women and girls continued to bear the heaviest burden - Syria ranked 152 out of 156 countries on the Global Gender Gap Index with similar low rankings for economic participation, education, and health. WFP endeavors to remain gender-responsive through the design and implementation of all its activities. WFP focused most of the available resources on meeting the vast food assistance needs of the most vulnerable Syrians with unconditional resource transfers (e.g., Targeted Food Assistance and school feeding) under SO1.

In 2024, WFP designed a smaller and targeted Crisis Response Programme that targets households and communities through four intervention areas (Mueel AND ANMU make up much of the caseload). The response will be implemented through the remaining cycle of the current ICSP (December 2025).

## **JOB PURPOSE**

Lead Strategy and Design of SO1 activities related to Emergency Preparedness & Response and School Meals Programmes in Syria.

## **Supervision Received**

This post falls under the direct supervision of the Programme Policy Officer (P4) – Strategy and Design.

## **KEY ACCOUNTABILITIES (not all-inclusive, within delegated authority):**

- Lead the design and development of SO1 (Emergency Preparedness & Response and School Meals Programme) activities and, evidence-based strategies across targeted areas in Syria.
- Lead the development of a wide variety of project plans and processes, and strategic alignment with wider programme policies and guidance.
- Lead preparation of emergency assessment and preparedness capacities, contingency planning, scenario building and Concept(s) of Operation to ensure adequate operational readiness and where feasible, a transition plan for more sustainable emergency responses.
- Provide project management support to targeted food assistance programmes under SO1 ensuring a coordinated approach with wider programmes that comply with WFP standards and procedures.
- Develop and coordinate evidence-based data gathering, robust/sound targeting, verification, beneficiary identity management, and monitoring systems to ensure that rigorous quality standards are assurance built into and maintained.
- Research and analyze a range of policy and operational issues to inform the development of policies, programmes and activities related to SO1.
- Lead the preparation/finalization of accurate and timely reporting on SO1 programmes activities that enable informed decision-making and consistency of information presented to stakeholders.
- Liaise with internal (e.g., Delivery Unit, Other SOs (2-6), RAM, AAP/Gender/Protection, Risk and Compliance, TEC etc.) and external counterparts (Audits, Programme Oversight and Assurance) to ensure effective collaboration, monitor ongoing projects, and highlight potential risks to WFP programmes.
- Lead the identification, development, and management of potential partnerships to collaborative working leading to improved food assistance packages.
- Support the capacity building of WFP staff, partners, and national government on programme design, prepare for and respond to food assistance needs, e.g., through providing inputs into training materials and delivering trainings.
- Guide, lead, and supervise SO1 programme staff, acting as a point of referral and supporting analysis and queries.

## **STANDARD MINIMUM QUALIFICATIONS**

### **Education**

Master's degree in Economics, International Development, Social Sciences or other related field, or bachelor's degree in Economics, International Development, Social Sciences, or other related field, with additional years of experience.

### **Experience**

With a master's degree: At least three (3) years of postgraduate professional experience in programme management, leading teams, and exposure to supply chain activities.

With a bachelor's degree: At least five (5) years of professional experience in programme management, leading teams, and exposure to supply chain activities.

### **Language**

Fluency (level C) in English and Arabic languages.

## **Desired Experiences for Entry Into The Role:**

- Has worked in a Country Office or equivalent level position within technical area.
- Has managed discussions with experts in technical areas such as VAM/Nutrition.
- Has led a programme team or worked on a substantial component of a complex programme.
- Has gained direct experience of different programme approaches, designs, and strategies.
- Has worked with government agencies and gained policy experience.
- Has led teams in strategic discussions related to humanitarian assistance.
- Has gained some exposure in field operations, preferably in a hardship duty station or emergency situations.
- Has demonstrated successful team management skills, ability to coach, mentor, empower and lead people, acting as a role model for more junior staff and supervisees.
- Gained broader exposure across areas within a function (i.e., partnership, programme etc.).
- Has experience leading mid-size cross functional teams to large teams (4+) to ensure the effective design of comprehensive and complimentary programme designs.

## WFP LEADERSHIP FRAMEWORK

WFP Leadership Framework guides to the common standards of behavior that guide HOW we work together to accomplish our mission.

[Click here to access WFP Leadership Framework](#)

## REASONABLE ACCOMMODATION

WFP is dedicated to fostering diversity, equity, and inclusion. Our recruitment process is inclusively crafted to welcome candidates of all backgrounds, celebrating diversity and ensuring a respectful environment for all. We aim for an accessible and fair recruitment journey. Should you need any reasonable accommodations or have accessibility concerns, please reach out to us confidentially at [global.inclusion@wfp.org](mailto:global.inclusion@wfp.org). Our DEI team is here to ensure your full participation in our recruitment process.

## NO FEE DISCLAIMER

The United Nations does not charge any application, processing, training, interviewing, testing or other fee in connection with the application or recruitment process. Should you receive a solicitation for the payment of a fee, please disregard it. Furthermore, please note that emblems, logos, names and addresses are easily copied and reproduced. Therefore, you are advised to apply particular care when submitting personal information on the web.

## REMINDERS BEFORE YOU SUBMIT YOUR APPLICATION

- We strongly recommend that your profile is accurate, complete, and includes your employment records, academic qualifications, language skills and UN Grade (if applicable).
- Once your profile is completed, please apply, and submit your application.
- Please make sure you upload your professional CV in the English language
- Kindly note the only documents you will need to submit at this time are your CV and Cover Letter
- Additional documents such as passport, recommendation letters, academic certificates, etc. may potentially be requested at a future time
- Please contact us at [global.hrrecruitment@wfp.org](mailto:global.hrrecruitment@wfp.org) in case you face any challenges with submitting your application
- Only shortlisted candidates will be notified

*All employment decisions are made on the basis of organizational needs, job requirements, merit, and individual qualifications. WFP is committed to providing an inclusive work environment free of sexual exploitation and abuse, all forms of discrimination, any kind of harassment, sexual harassment, and abuse of authority. Therefore, all selected candidates will undergo rigorous reference and background checks.*