



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, physical or mental disability.

**Social Protection Fellowship
Programme Unit
WFP Regional Bureau Johannesburg, South Africa**

BRIEF DESCRIPTION OF THE DIVISION

The United Nations World Food Programme (WFP) implement across the world programmes to achieve five corporate strategic outcomes which are:

- People are better able to meet their urgent food and nutrition needs
- People have better nutrition, health and education outcomes
- People have improved and sustainable livelihoods
- National programmes and systems are strengthened
- Humanitarian and development actors are more efficient and effective

While remaining a major player by responding adequately to shocks that cause food insecurity, the most important of which are conflicts, climate-based crises and economic shocks aggravated by poverty, WFP intends to use its interventions in normal situations to reduce the impact of these shocks and thus build the capacity of populations to cope with these situations that deteriorate their food and nutrition security. All of this can only be sustained if interventions are designed by and with the governments, local actors and populations whose capacities need to be strengthened to create sufficient ownership of the implementation mechanisms. The Programme Unit has the primary responsibility to design and implement various programmes that aim to achieve these objectives but also the United Nations Sustainable Development Goal 2 (Zero Hunger) and Sustainable Development Goal 17 (Partnership).

Support to Social Protection in RBJ region is aligned on the Corporate Strategic Plan and consolidates the organisation's approach to better support government systems in a holistic and structured manner. A new strategy to support Social Protection was adopted in 2022 and emphasizes the need to design and implement interventions in a systemic way in support of governments activities. The idea behind this fundamental change is to move gradually from recurrent WFP interventions to more structural programmes funded and implemented by governments with WFP providing technical support focusing on Country Capacity Strengthening (CCS). In RBJ the programme unit is supporting the countries of the region to build and strengthen the shock-responsiveness of their social protection system but also making them more a cash-based, nutrition and gender sensitive.

GENERAL INFORMATION

- **Type of assignment: FELLOWSHIP**
- **Number of available positions: 1**
- **Country of assignment: South Africa**
- **City of assignment: Johannesburg**
- **Hiring Unit: Programme/Social protection**
- **Supervisor: Social Protection and CBT regional Advisor**
- **Working arrangement: In person**
- **Duration of assignment: 12 months**
- **Expected Starting Date: July 2025**

DUTIES AND RESPONSIBILITIES

Under the direct supervision of Social Protection and CBT regional Advisor, the Fellowship will have the following responsibilities:

- Contribute to the implementation of all social protection activities and programmes in the Regional Bureau
- Support the identification of capacity needs as entry points within government programmes for systems strengthening
- Contribute to the direct support provided to the Country Offices in coordinating the implementation of all social protection engagements with the host governments and all other stakeholders involved in programme implementation.
- Contribute to the support to government counterparts to identify and analyze national social protection policy and operational problems and provide - or mobilize - support and technical expertise for the design and delivery of suitable social protection related solutions.
- Participate in the provision of support to governments towards the development, implementation and/or follow-up of small/medium/large scale projects, plans and processes, ensuring alignment with the SP corporate strategy, policies, and guidance relevant to social protection.
- Contribute to the development of an integrated Social Protection and Country Capacity Strengthening strategy and support the roll-out of its implementation with a focus on shock responsive social protection (SRSP).
- Contribute to the preparation of accurate and timely report relevant to the social protection portfolios (e.g. shock-responsive social protection country capacity assessment, resource utilization, programme status, performance) that will support WFP's decision-making at country and regional level.
- Participate in specific operational research, analysis and evidence building on issues relevant to social protection at regional and in-country to inform the development of in-country social protection policies, strategies, programmes, and activities.
- Support the partnership activities with all relevant government institutions, including UN Agencies, Government and other key stakeholders in the social protection space
- Perform other related duties as required.

STANDARD MINIMUM QUALIFICATIONS

- Be a Master's student or graduate in Social Sciences, Public Policy, Public Administration, International Development, International Relations, Sociology, or other fields relevant to social protection.
- Fluency in English.
- Proficiency in Windows MS Office (Word, Excel, Powerpoint, Outlook) and other basic computer skills are assets.
- Behavioural competencies: leads by example with integrity, drives results and delivers on commitments, fosters inclusive and collaborative teamwork, applies strategic thinking, builds, and maintains sustainable partnerships.
- Excellent written and spoken English is required (proficiency/level C). Working knowledge of another official UN language (French, Spanish, Arabic, Chinese, Russian plus Portuguese) is an asset.

SUPERVISION

Under the direct supervision of Social Protection and CBT regional Advisor. The second level supervision will be done by the Regional Senior Programme Advisor.

Currently, the Social Protection team includes Cash Based Transfer activities as well as the Country Capacity Strengthening (CCS).

TRAINING COMPONENTS

Throughout their assignment WFP Fellows have access to an industry leading learning platform, weLearn. Depending on opportunities and availability of funds, he/she may participate in WFP workshops or seminars, as appropriate. The candidate will also be involved in all ongoing programmes and activities with gradually increasing levels of responsibility over the course of their career.

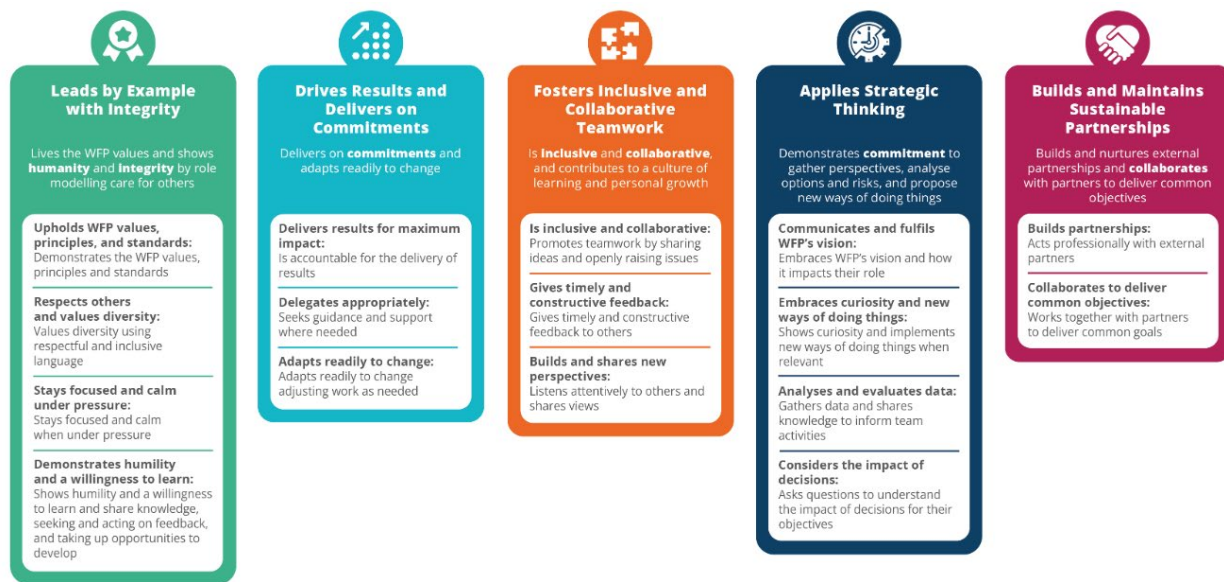
LEARNING ELEMENTS

At the end of the assignment, the Fellow should:

- Have learnt about WFP, its mission, internal organizational structure, workstream and culture.
- Have a general understanding of WFP operations and activities in the region.
- Familiarized with WFP strategies, methodologies and tools related to resilience building, preparedness and capacity strengthening and sustainable food systems in urban settings.
- Gained experience in working in multidisciplinary and international teams.
- Development of professional skills: including specific competencies and reflection on assignment-related abilities; and on-the-job skills such as time management, problem-solving, team building
- Understanding the increasingly important role of Social Protection and Country Capacity Strengthening in WFP's portfolio to respond to food and nutrition security issues.

WFP LEADERSHIP FRAMEWORK

These are the common standards of behaviour that guide HOW we work together to accomplish our mission.



Different expectations of behaviour are defined depending on your grade and role/responsibilities within WFP.

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. No appointment under any kind of contract will be offered to members of the UN Advisory Committee on Administrative and Budgetary Questions (ACABQ), International Civil Service Commission (ICSC), FAO Finance Committee, WFP External Auditor, WFP Audit Committee, Joint Inspection Unit (JIU) and other similar bodies within the United Nations system with oversight responsibilities over WFP, both during their service and within three years of ceasing that service.

**Saving Lives
Changing Lives**