



International Fund for Agricultural Development

27 January, 2021

Agenda

Objective of this 15 minutes session, is to provide indications on:

1. What are the main areas IFAD is recruiting on.
2. How to prepare for a highly competitive selection process.
3. Specific areas of interest i.e.:
 - Core values/competencies
 - Career development opportunities
 - Employee benefits (parental)

Contractual opportunities at IFAD

Main contractual opportunities at IFAD:

- Fixed Term
- Internships
- Consultancies
- Government sponsored
 - SPO programmes
 - JPO programme
 - Secondments

IFAD recruits globally

Quick glance on recruitment opportunities:

- Rural/Agricultural Development
- Gender/Youth/Indigenous
- Natural Resource Management
- Rural-/Micro-Finance
- Infrastructure Development
- Financial/Risk Management
- Monitoring & Evaluation (M&E)
- Nutrition/Food Security
- Knowledge Mgt/Communications
- Research & Development (R&D)
- Environment/Climate
- Private/Public Partnerships
- Development Economics
- Business Administration
- General Administration
- Accounting/Budgeting
- Information Technology
- Audit/Oversight/Ethics
- International Law
- Human Resources Mgt.

Areas offering job opportunities at IFAD

Today also in consideration of IFAD's dynamic development particularly important are areas related to:

1. Finance, financial investments, financial risk, mobilize private funding
2. Technical expertise.
3. Programmes (HQ and Country Offices).
4. Support functions (e.g. LEG, COM, HRD)



International Fund for Agricultural Development Preparing for a selection process

IFAD Core values and competencies

Core values	Competencies
Professionalism	Strategic thinking and organisational development
Respect	Demonstrating leadership
Focus on results	Learning sharing knowledge and innovating
Integrity	Focusing on clients
	Problem solving and decision making
	Managing time resources and innovation
	Team working
	Communicating and negotiating
	Building relationships and partnerships
	Managing performance and developing staff

The selection steps: Resources & requirements

Stage	Selection step	Resources/Requirements						
1. Application	PHF/CV	JD & context						Time mgt
	Motivation letter	JD & context						Time mgt
2. Selection								
	Written test		Address Topic			Equipment	Practice	Time mgt
	Phone calls/SONRU	JD & context	Address Topic	CBI	Com Skills/empathy	Equipment	Practice	Time mgt
	Presentation	JD & context	Address Topic		Com Skills/empathy	Equipment	Practice	Time mgt
	Interview/s	JD & context	Address Topic	CBI	Com Skills/empathy	Equipment	Practice	Time mgt

Final considerations

1. Successful candidates have dedicated **time to prepare**
2. **Practice** is a critical success factor, identify a trusted colleague who will offer the gift of honest feedback
3. **Listen/read carefully** any question/text, we often provide great answers to the wrong question
4. **Every selection process is different** ... be ready for the unexpected
5. [UN Careers - Competency-based interviewing for applicants](#)



International Fund for Agricultural Development Some specifics

Career development opportunities

- Regular competition
- Regular Reassignment process (mobility between HQ and ICOs)
- Promotion process
- Temporary assignments
- Comprehensive training programmes (technical and managerial)
- Education Grant (academic improvement)
- Career/interview coaching

Employee benefits (parental)

- Spouse allowance
- Child allowance
- Education Grant (children's education)
- Maternity/Paternity leave
- Teleworking
- Flexible working arrangements
- Part time
- SLWOP
- Nursey school/Creche (HQ/Rome)

Questions and answers

