



World Food Programme

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## Job advertisement No. 053/2021

### About WFP

The United Nations World Food Programme is the **world's largest humanitarian agency** fighting hunger worldwide and the **2020 Nobel Peace Prize Laureate**. The mission of WFP is to help the world achieve Zero Hunger in our lifetimes.

### Why join WFP Somalia?

In Somalia, the World Food Programme provides food assistance for nutrition, livelihoods, and relief through the hard work of more than **500 employees** who contribute towards making **Somalia hunger free** in close partnership with local partners.

<b>Job title</b>	Diversity and Inclusion Coordinator
<b>Contract type/grade</b>	Service Contract – 8 (Equivalent to NOA)
<b>Duty station</b>	Somalia, the successful candidate may be based in one of our Area Offices: Mogadishu, Garowe, Dolow or Hargeisa (to be determined).
<b>Contract duration</b>	1 year (initial)
<b>Date of issue</b>	20 <sup>th</sup> October 2021
<b>Closing date</b>	2 <sup>nd</sup> November 2021



**THIS POSITION IS OPEN TO QUALIFIED SOMALI CANDIDATES  
FEMALE CANDIDATES ARE ESPECIALLY ENCOURAGED TO APPLY**



### What will you do?

- Provides strategic leadership in the areas of diversity and inclusion, with a specific focus on Gender Parity.
- Supports the HR team with the development and the implementation of the different Gender Action Plan activities (including internship programme, employer branding, university relationships, mentoring programme, etc). Identifies new ways of increasing our Diversity and Inclusion figures effectively.
- Monitors the progress of the actual Gender Action Plan activities on the ground, reports and recommends adjustments adapted to the local context.
- Participates and contributes to the national, comparative 'employer' surveys to understand how WFP is perceived as an employer vis-à-vis others and what the improvements areas are.

- Further develops and maintains relationships with the local universities, associations, and others to widen WFP's outreach to potential qualified, diverse candidates. Defines a value proposition to create a sustainable collaboration between WFP and the different external local partners.
- Improves effectiveness and success in recruiting and retaining diverse talent. Specifically, the coordinator will attend relevant conferences; will analyze and leverage the usage and outreach through social medias or other communication means across the country to position WFP as employer of choice and ensure a good number of applicants; will network with prospective candidates; will manage an ongoing database of diverse prospects; and will maintain regular contact with potential candidates.
- Actively researches new approaches, activities and best practices that address common diversity and inclusion challenges and opportunities.
- Creates and increases awareness, commitment and accountability among management team for Diversity and Inclusion agenda.
- Ensures management commitment towards the Diversity and Inclusion agenda, with special attention to our WFP Gender Parity Action Plan.
- Keeps abreast of Diversity and Inclusion best practices and disseminates as required.

#### Do you meet the minimum requirements?

- Masters' degree or bachelor's degree with additional years of experience in the area of Social Sciences, Human Resources, Psychology, Sociology, Organizational Development, Human Sciences.
- Minimum 5 years professional experience in a Human Resources Talent Management role, in a Diversity & Inclusion Coordination role or similar position.
- Readiness and availability to travel 50% or more of the working time across Somalia.
- Proficiency in oral and written communication in English & Somali is a requirement.

#### Are you competent for this job? Do you have

- Strong communication, engagement and facilitation skills.
- Experience working with management team to drive transformation and change.
- Ability to develop and maintain strong partnerships with associations, universities and other external actors.
- Proven knowledge of talent acquisition, employer branding and sourcing methods.
- Proficient written and verbal English language skills.
- Has a passion for topics related to Diversity and Inclusion.
- Proficiency with MS Office (excel, PowerPoint, etc) with solid analytical and reporting skills.

Discover more about the role in this video: <https://youtu.be/uVmsiU0-bOY>

Interested and qualified candidates are requested to submit online applications **through E-Recruitment** using the link below:

<https://career5.successfactors.eu/sfcareer/jobreqcareer?jobId=151076&company=C0000168410P>



**Applications that do not meet the above requirements will be disregarded. Only shortlisted candidates will be contacted.**

**WFP seeks applicants of the highest integrity and professionalism who share our humanitarian principles. WFP is an equal opportunity employer, and we are committed to promoting diversity and gender balance.**

**Selection of candidates is made on a competitive basis.**

