

Diversity and Inclusion Specialist, RBDakar 1

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Company: Senjob

Location: Dakar

Category: other-general

Diversity and Inclusion Specialist, RBDakar 1

Organization: WFP - World Food Programme

Location: Dakar

Grade: Level not specified - Level not specified

Occupational Groups:

Human Resources

Poverty Reduction

Women's Empowerment and Gender Mainstreaming

Disability Rights

LGBTQ+ rights

Closing Date: 2023-07-17

???? Vacancy Announcement n°: 394885

???? Job Title: Diversity and Inclusion Specialist

? Contract type and Grade: Regular Consultant (Full time)

???? Duration: 11 months

? Unit / Division: Human Resources

???? Duty Station: Regional Bureau Dakar, Senegal

? Closing date: 14th July 2023

This vacancy has been re-advertised. Individuals who have submitted their applications before need not submit them again.

Are you a Human Resources professional with specialisation in workplace Diversity and Inclusion who is interested in further developing your professional experience while contributing to ending global hunger? Are you passionate about helping those in need?

Would you like to join a global organization investing in its people? If so, an exciting & fulfilling career awaits you! Join our diverse and passionate team and contribute to growing our staff capabilities.

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.

WFP seeks candidates of the highest integrity and professionalism who share our humanitarian principles. Selection of staff is made on a competitive basis, and we are committed to promoting diversity and gender balance. Female Candidates are strongly encouraged to apply.

ABOUT WFP

The United Nations World Food Programme (WFP), a highly prestigious, reputable & world's

largest humanitarian organization, operates in more than 120 countries and territories, bringing life-saving assistance in emergencies, building pathways to peace, stability, and prosperity for people recovering from conflict, disasters and the impact of climate change and supporting sustainable and resilient livelihoods for a world with zero hunger. 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: [UN World Food Programme \(WFP\)](#), and follow us on social media to keep up with our latest news: [YouTube](#), [LinkedIn](#), [Instagram](#), [Facebook](#), [Twitter](#).

BACKGROUND AND PURPOSE OF THE ASSIGNMENT:

The UN World Food Programme is committed to diversity and inclusion. It is an essential part of living the WFP values. WFP's employee base is made up of people from different parts of the world with diverse cultures. We foster a culture of inclusivity in order to encourage collaboration and innovation so that our staff develop the best solutions for our beneficiaries. Diversity addresses the spectrum of demographic differences related to age, gender, race, religion, disability, sexual orientation, education, socio-economic status, cultural background. Inclusion means that the different perspectives of diverse colleagues are respected. Both are essential ingredients for our teams to bring to life WFP's mission: Saving lives Changing lives,

The UN WFP Regional Bureau for Western Africa is therefore looking for a highly qualified Diversity and Inclusion Specialist to join the Human Resources team at the Regional Bureau in Dakar (RBD).

The Diversity and Inclusion Specialist will work closely with the Sr. Regional Human Resources Officer and the WFP Headquarters Diversity and Inclusion team to implement and promote the global diversity and inclusion strategy across the region, which includes managing the initiatives, events and programmes that support the overall objectives and goals. The role will involve frequent travel in the region to support the country and field offices.

ACCOUNTABILITIES / RESPONSABILITIES

This role includes, but is not limited to, the following accountabilities:

Provide advice in organization of technical or regional expert joint working group meetings with key stakeholders as appropriate.

Provide updates to regular monitoring and reporting on diversity and inclusion progress in the region, including disseminating information to relevant stakeholders.

Conduct on-going research on regional demographic trends and best practices, identifying and recommending strategies for enhancing diversity and inclusion efforts.

Develop communication and outreach channels within the region and Country Offices

Support and guide the regional and country offices recruitment teams to help create a WFP brand that appeals to diverse applicants.

Prepare and/or provide inputs for knowledge management products and capacity development materials in partnership with the Capability Development team to deliver impactful face-to-face and/or online D&I content and training.

Facilitate and organize internal events, workshops, and programmes, focused on sense of belonging in the organization.

Other, as required.

Education:

You have

Advanced university degree (recognized by <https://www.whed.net/home.php>) in Human Resources Management, Social Sciences, Psychology or Behavioural Sciences,

Organization Development, Administration, Industrial Relations, Psychology or other relevant field and related work experience. A professional certification in Diversity and Inclusion would be an asset.

Experience:

You have:

At least five (5) years of progressively responsible professional post graduate experience with diversity, equity and inclusion related initiatives and programs

Languages:

Fluency (level C in reading, writing and speaking) in English and French.

You have developed the following Knowledge & Skills:

Excellent communication skills (oral, written and presentations).

Ability to contribute to the strategic vision of Diversity and Inclusion initiatives.

Must be an excellent team player and value working with a multidisciplinary and culturally diverse team.

Excellent facilitation and transfer of learning skills.

Ability to operate effectively across organizational boundaries and establish and maintain effective working relationships in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity

Deadline for application: 14 July 2023

WFP Value Proposition

Meaningful and impactful careers - Our day-to-day work makes a difference in the lives of the people we serve.

Continuous learning and training - We provide learning tools for our staff to continually

develop their careers.

Multicultural and stimulating working environment - We encourage gender and cultural diversity to make our teams stronger.

All employment decisions are made based on organisational 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.

Female applicants and qualified applicants from developing countries are especially encouraged to apply. WFP has zero tolerance for discrimination and does not discriminate on the basis of HIV/AIDS status.

Selection of staff is made on a competitive basis, and we are committed to promoting diversity and gender balance

Special Notice on WFP RBD office relocation:

WFP and other UN Agencies will be moving to the new United Nations House, presently under construction in Diamniadio, 30 kilometres from downtown Dakar. The name of the duty station for this position will remain Dakar, Senegal.

Special recommendation:

Before you apply, please confirm that both (i) your on-line profile and CV are accurate and up to date, (ii) your CV should include your employment history, academic qualifications, and

language skills.

We do our best to provide you the most accurate info, but closing dates may be wrong on our site. Please check on the recruiting organization's page for the exact info. Candidates are responsible for complying with deadlines and are encouraged to submit applications well ahead.

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