

**Terms of Reference**  
**Senior Climate and Development Adviser based in Embassy of Ireland, Nairobi, Addis Ababa or other partner country in sub-Saharan Africa**

A salary up to 70,000 euros per annum will be considered depending on the candidate's level of experience. For further details of the role, guidance on applications and terms and conditions, please see the attached document. To apply, please send your CV and Cover Letter to [resilience@dfat.ie](mailto:resilience@dfat.ie) with Senior Climate & Development Adviser in the Subject Line.

**Background**

The Framework for Action to implement Ireland's new International Development Policy "One World One Future" (OWOF) identifies Climate Change as one of seven Priority Areas of Action. Sustainability is a core value of the Policy, "ensuring that Ireland's interventions bring real benefits over the long-term, are environmentally sound and address the causes of poverty rather than just the symptoms".

A resilience policy team has been established in Irish Aid headquarters to support Ireland's engagement on nutrition, climate change, environmental sustainability and disaster risk reduction. The team is responsible for formulating policy and support for building resilience across the programme.

A number of Irish Aid business units invest significant resources in climate- and environment-relevant programmes and partnerships. In addition Irish Aid invests in climate- and environment-relevant policy and programming in Ireland's key partner countries (Ethiopia, Malawi, Mozambique, Sierra Leone, Tanzania, Uganda, Vietnam, Zambia). Ireland reported climate relevant financing to the UNFCCC of €33m in 2014 through the ODA budget.

Irish Aid advocates for increased investment in climate change adaptation in least developed countries. At country level, we support policies and programmes that build resilience and benefit the poorest. Irish Aid has a particular focus on food and nutrition security.

Sustainable natural resource management is recognised as an important issue across Ireland's development programmes. Ireland supports a number of partnerships responding to climate change vulnerability through community based adaptation, disaster risk reduction and interventions to improve resilience. There is more work needed for community based interventions to be supported by national policies and brought to scale. Irish Aid complements this work with some support for the energy systems required for food preparation at household level. In addition to addressing poverty and building resilience, Irish Aid partnerships on climate and resilience present opportunities to advance Irish Aid's Inclusive Economic Growth policy.

Irish Aid has had considerable success in achieving results at the local level and has attempted to add value to Ireland's engagement in international Climate Change policy frameworks by drawing upon country-level experience. It is important that learning from our programmes informs the future work of Irish Aid and our partners.

Capacity to integrate climate and environmental considerations into development programmes and policies is improving but the need for additional technical support has been identified.

High calibre technical and policy expertise is being sought to support our engagement in global and partner countries, within policy fora, technical working groups, and across various funding partnerships.

The Department of Foreign Affairs and Trade thus seeks a senior Climate and Development adviser post, based in Kenya, Addis Ababa or other partner country in sub-Saharan Africa to join the resilience team. The post will support integration of Climate Change into development programming, promote environmental sustainability and draw lessons from Ireland's engagements at country level to inform global and regional processes.

### **Purpose**

The purpose of the Senior Climate and Development Adviser is to:

- (i) Develop institutional capacity and quality assurance for, integrating climate change and environmental sustainability considerations into development programming in Irish Aid;
- (ii) Draw lessons from engagement in climate change actions across Ireland's partnerships in key partner countries, to feed into global processes and country level strategies.

The senior climate and development adviser will assist in developing more consistent approaches to programming and policy engagement across Irish Aid partnerships and more systematic lesson learning from Irish Aid engagement at local, national and global levels. Country offices require support to develop internal capacity for programme design and policy engagement.

The senior climate and development adviser is a new post. Therefore, the role and ways of working are likely to evolve over time.

Location: Preference for Nairobi or Addis Ababa, with consideration for Embassies in other Irish Aid key partner countries.

Travel: Up to 40% of time, focussing on three countries per year and ad hoc monitoring of partnerships on request.

Terms: A three year locally engaged contract with a remuneration package commensurate with experience and local market rates for senior programme advisor posts in bilateral agencies. A salary up to 70,000 euros per annum will be considered depending on experience.

Management: The adviser will be an integral member of an Embassy team in addition to being a full member of Irish Aid's Resilience policy team in Irish Aid HQ. Reporting lines and performance management will be to the climate change policy lead. Work plans and policy positions will be cleared through the resilience policy team lead. Day to day reporting will be to a nominated official

in the Embassy and good communication will be maintained with the Head of Mission and Head of Development.

### **Description of the Post**

**Assist with developing institutional capacity for technical design and quality assurance for integrating Climate Change and environmental sustainability into development programming in Irish Aid, with a focus on Irish Aid's key partner countries:**

- i. Provide direction and strategic guidance to colleagues in Irish Aid partner countries and other business units at key points in the country strategy cycle to position climate change and environmental sustainability firmly in relevant programmes and policy positions in a way that builds resilience and benefits the poorest;
- ii. Consider internal policy coherence, in particularly with the closely linked areas of nutrition and inclusive economic growth;
- iii. Provide technical guidance on climate change and development with a focus on adaptation and possible mitigation co-benefits with due consideration for environmental sustainability. Technical support should aim to achieve acceptable quality in background analysis, intervention logic, monitoring and reporting;
- iv. Support Irish Aid's engagement with national climate change programming processes in key partner countries particularly for National Adaptation Plans (NAPs) to assure that Irish Aid is engaged in the processes of developing and implementing these national plans. Irish Aid engagement will focus on advocating for plans that benefit the poorest and ensuring that Ireland develops programmes and policy positions that are informed by and aligned with national plans;
- v. Track intended nationally determined contributions (INDCs) for the UNFCCC process and action to deliver on global commitments across government in partner countries;
- vi. Identify opportunities in partner countries to include community based adaptation in national policy programmes;
- vii. Engage with strategic planning processes for country strategies including support on climate change risk assessments and scenario planning and feed recommendations back to Embassies, geographical desks and HQ business units;
- viii. In consultation with Embassies and HQ geographical desks, drawing on available capacity assessments, deliver appropriate training and support to staff in with a view to building up capacity across the organization on integrating climate change into development programming in line with Ireland's international development policy;
- ix. Advise on environment and climate related interventions supported by Irish Aid Headquarters to assess quality of proposals and to assist with monitoring of programme implementation;

**Draw lessons from engagement on climate adaptation and environmental sustainability across Ireland’s partner countries to feed into global processes and country and HQ level strategies:**

- i. Maintain an overview of Irish Aid partner organizations and climate change interventions supported by Irish Aid in key partner countries (through country programmes or HQ-managed grants for civil society or multilateral partners) to assess quality of implementation, impact on poverty, vulnerability and resilience. Collate and document results, highlighting examples of good and poor practice;
- ii. Engage with environment and climate change related research funded by Irish Aid to guide the research agenda and ensure the quality of findings. Assess policy and programming implications of research findings and communicate key messages to Irish Aid staff and partners. Identify key elements of research and learning that should be communicated at global and regional level;
- iii. Engage in, and assist in shaping, Irish Aid’s Climate Change and Development Learning Platform which focuses on linking country level engagements to international policy frameworks through active participation at workshops, seminars and on the Climate Learning Platform web-based component.

**Contribute to the work of the Department in the Region:**

- i. Provide input on request to expert meetings and technical fora related to climate change and environment protocols, research, guidance, monitoring frameworks and global norms;
- ii. Contribute to the day to day work of the Embassy Nairobi; engage in representation and coordination as requested by the Head of Mission.

**Recruitment Selection Criteria**

**Technical criteria:**

- Postgraduate or professional qualification in a relevant area;
- Fluent English. Excellent communication skills with clear written and oral presentation;
- At least eight years’ professional experience in climate change adaptation, agriculture, food security, environmental management, natural resource management, rural livelihoods, social development or a related field;
- Familiarity and experience implementing and overseeing climate change and environmental programming in developing countries to build resilience and reduce poverty;
- Experience in assessing funding proposals for development programmes, advocacy, research and coordination;

- Experience in critical analysis of country and regional data from national surveys and other sources, extracting trends, observations and policy implications for pro-poor policy on climate change adaptation and environmental sustainability;
- Conversant with recent research and publications on the global context, causes, consequences and impacts of climate change, environmental damage and degradation and the Green Growth agenda;
- Experience in conducting capacity assessments and designing and delivering on-the-job and tailored training;
- Self motivated with an ability to work independently and as part of a team;
- Ability to manage challenging tasks and deliver on time and to a high standard;
- Ability to plan and prioritise work in terms of importance, timescales and other resource constraints, re-prioritising in light of changing circumstances.

Experience in the following areas would be an advantage:

- Experience in providing advisory services to bilateral donor agencies;
- Direct implementation experience in programming and policy development to integrate climate change into agriculture, household energy systems, social protection, education, water and sanitation, while promoting economic inclusion where possible;
- Development policy and approaches related to disaster risk reduction, biodiversity, environmental conservation, watershed management and water resources planning including freshwater quality monitoring;
- Gender analysis and women's empowerment;
- Behaviour change and communication for climate adaption and environmental management;
- Financing and investment for climate adaptation and mitigation;
- Climate and environment considerations relevant for humanitarian programmes and policy, resilience and linking relief and development;
- Environmental Impact Assessments;
- Voluntary carbon markets;
- Agro-ecological approaches to farming, including conservation agriculture and agroforestry.