

## ROLE PROFILE

<b>JOB TITLE:</b> Regional Emergency Food Security and Livelihoods (EFSL) Coordinator for Southern Africa	
<b>DIVISION / DEPARTMENT / LOCATION:</b> International Division, Southern Africa Region Humanitarian Department, Location: Malawi country office,  The position will include travel to countries in Southern Africa: South Africa (for regional coordination), Zimbabwe, Zambia, Angola and Mozambique, potentially Madagascar and other OGB intervention / humanitarian leadership countries.	<b>JOB FAMILY:</b> Programme
<b>SALARY:</b> Global	<b>LEVEL:</b> C1
<b>OXFAM PURPOSE:</b> To work with others to find lasting solutions to poverty and suffering  <b>REGIONAL PURPOSE:</b> To work through a rights-based, one programme approach, incorporating power analysis and a local to global perspective, leverage Oxfam's resources and impact to support, facilitate and enable poor and marginalised people to realise their rights, manage their own affairs and actively participate in and determine their own contribution to and position in their society  The role of the regional centre is to provide thought leadership, empower countries, provide support and ensure compliance and to develop and maintain a regional programme that adds true value and impact on poverty eradication  <b>TEAM PURPOSE:</b> To provide "thought leadership" that ensures the effectiveness of programme, advocacy and campaigns related to realisation of the 'Right to Life and Security' ("Rights in Crisis") within the Southern African Region. The regional team will provide value addition through providing technical support, capability development, supporting programme priorities and connecting the work within the Southern African region. The regional team will also provide coordination, facilitation and support so that Oxfam global teams and external constituencies contribute and work together to enable countries to deliver quality programmes that bring about sustainable change for poor and vulnerable people. The team will lead on all issues relating to Oxfam's programme development and management, ensuring that Oxfam incorporates the latest thinking into its own approach as well as influences the wider development community to reflect our best practices  <b>ROLE PURPOSE<sup>1</sup>:</b>  <ol style="list-style-type: none"> <li>1. To lead and effectively contribute to the development of regional and country level capabilities in programmes that address emergency food security and livelihood vulnerability. These include programmes that enable food and livelihood insecure communities and households to anticipate, mitigate and recover from food insecurity and also reduce their vulnerability to food and livelihood insecurity. Leadership, design and development of the emergency food and livelihood security and vulnerability programming in Malawi will form the programmatic basis for developing capabilities both within the country and the region.</li> <li>2. In alignment with the Regional Humanitarian Strategy, coordinate EFSL work in ways to ensure that effective contributions are made towards advancing regional and country level sustainable livelihoods, disaster risk reduction and climate change programming priorities and objectives.</li> <li>3. Using the work being undertaken in Malawi as a programme resource design, develop, lead and coordinate effective social protection approaches for Southern Africa countries and the region</li> <li>4. Work closely with regional institutional partners such as the RVAC, Fewnet, FSNWG, IPC WG, etc..in ways that support and contribute to informing and influencing quality analysis of food insecurity and relevant response and policy design</li> <li>5. Function as the regional technical lead in EFSL programming in responding to regional and country level Category 2 emergencies as outlined in the scenarios within the Southern Africa Regional Emergency Response Plan.</li> </ol>	

<sup>1</sup> See Contextual Background to the position on Page 3

## ROLE PROFILE

### **ROLE COMMENT:**

The focus of this role will be defined by the contextual realities in the Southern Africa region and priorities as articulated in Oxfam's Regional Humanitarian Strategy and the Regional Humanitarian Response Plan. The intentions outlined in the plan will inform the Joint Country Analysis and Strategies (JCAS) as well as the Joint Regional Analysis and Strategy (JRAS) for Oxfam in Southern Africa.

This profile is similar to other technical coordinator profiles, as the overall intention, scope, impact and ways of working are the same, albeit the particular focus and specific activities that reflect the actual programmatic specialisation on EFSL (Emergency Food Security and Livelihoods). The role profile is not intended to provide a detailed statement of work priorities or activities but provide the broad framework within which the role will operate

### **REPORTING LINES:**

**Reports to:** The position will be 'matrix managed' by the Oxfam Country Director (CD) for Malawi as well as the Regional Humanitarian Coordinator (RHC) for Southern Africa. As well relevant technical management inputs will be provided by the OxfamGB Oxford based EFSL Advisor for Southern Africa.

Administrative support and performance management will under the responsibility of the Malawi CD.

**Staff reporting to:** EFSL team in Malawi, and dotted line technical reporting from EFSL coordinator in Zimbabwe. At present there is no team in Malawi, one of the post holders responsibility will be to develop an EFSL programme and set up the team with the Malawi HPC.

**Works with:** Other OGB senior programme staff, Oxfam staff, and a range of relevant external organisations and individuals

### **BUDGET RESPONSIBILITY:**

Within programme funding arrangements and budgets allocated specifically to the Regional Emergency Food Security and Livelihoods Coordinator.

### **DIMENSIONS:**

#### **Dimensions:**

- Provide leadership in developing and implementing strategies and related interventions that link Oxfam 's humanitarian and longer-term development work in the area of food security and livelihoods and how they might be most effectively integrated.
- In the area of emergency food security, livelihoods and vulnerability programming support the development of regional and country context analysis, strategies and programmes and advise on appropriate operational models for implementing these..
- Contribute to and support the development and implementation of Oxfam's global food security and livelihood policies and strategies.
- Provide appropriate and relevant professional technical advice and the capability development of senior managers in the region and country programmes on areas of work covered within their remit.
- Interpret and analyse information on food security and livelihoods from other specialist sources and support the development of this capacity at country level.
- Influence managers and staff in Oxfam and develop effective networks with relevant bodies.
- Develop effective networks with other agencies and participate in country (Malawi) and regional food coordination structures.
- Ensure that gender and HIV/AIDS are mainstreamed in food security related emergency preparedness, mitigation and response programmes.
- Design, lead and provide effective support towards the coordination of EFSL programming in Malawi.

### **KEY RESPONSIBILITIES:**

#### **Key responsibilities:**

For the **Southern Africa Regional Centre (50%)**

1. Provide technical advice and take on responsibilities to effectively support the implementation of the Regional Humanitarian Strategy for Southern Africa; a specific aspect will be to provide support to the design and implementation of innovative approaches as well as programme based research within EFSL programming, on the basis of global learning and innovation work: in particular for urban learning and programme development, DRR and resilience work, integration of WASH / EFSL...
2. Provide technical advice in programme monitoring and evaluation (advice in establishing monitoring, evaluation, and learning plans and systems, carrying out evaluations, etc...) to effectively measure the impact of EFSL work in the region and in countries.

## ROLE PROFILE

3. Ensure that EFSL situation monitoring and analysis within the overall humanitarian awareness framework for the region and countries leads to appropriate, timely, and informed EFSL response decisions and projects
4. Support country programmes in the identification, capability development and ongoing coaching of EFSL focal points so that ultimately they are able to independently manage appropriate and effective EFSL analysis and conclusions that inform decision making and program implementation.
5. Promote, organize and ensure capacity building of the Oxfam regional emergency response team (ERT) and partner staff in EFSL concepts and innovations (Cash Transfer Programmes, Emergency Market Mapping and Analysis, assessment methodologies, EFSL programme design etc...).
6. Participate, contribute to regional coordination fora and influence regional agenda for quality vulnerability analysis and translation into response and policy
  - Ensure regional coordination and information sharing (RIASCO, FSNWG, IPC WG) and influence key regional actors on quality analysis of vulnerability factors in order to influence recommendations to policies and programmes.
  - Pursue the development of regional FSL triggers for emergency response (IPC framework) with FAO and the FSNWG.
  - Promote Oxfam's involvement in NVAC's in order to influence the quality of data collected, and the recommendations made for response.
  - Ensure capacity building and provide technical support to SADC at regional level (RVAC, and DRR committee) in particular on quality of vulnerability analysis and interpretation into policy recommendations, as well as embedment of market analysis within the information systems.
7. Advocacy and Policy: Identify links to policy to support food insecure and communities and populations whose livelihoods are fragile (social protection agenda) which should guide the development of an advocacy strategy. At country level, support design of EFSL advocacy strategies and messages where relevant to JCAS and at regional level, ensure coherence and contribute to JRAS advocacy strategy.
8. Actively engage with Oxfam regional programme team (JRAS), ensure coherence and identify synergies between regional and country programmes (engagement with SADC RVAC, SADC DRR, advocacy and policy, etc...).
9. Ensure gender and HIV are mainstreamed into all EFSL programming and advocacy messages.
10. Ensure link between global platforms and innovations, and countries to disseminate institutional EFSL expertise, learning and best practices from global active research and work: Oxford proactive work, Calp, EMMA, etc...
11. Be part of the ERT where and when necessary.

### **For the Malawi Programme (50%):**

1. Provide strategic technical support towards the design of EFSL strategy and programmes for Malawi, with a special focus on longer-term programming to address chronic underlying causes of food insecurity (DRR and building resilience, social protection, advocacy...).
2. Ensure that institutional learning on Cash programming, urban programming and social protection is shared and used
3. Provide thought leadership on urban and social protection initiatives at country level: promote internal strategy and programme development as well as influence partners, while sharing and promoting good practice and institutional learning.
4. Facilitate deliberate strategic and programmatic synergies between EFSL work (Aim 3) and EJ (Economic Justice) work under (Aim 1) to address chronic vulnerabilities on most effective and appropriate ways
5. Carry out relevant assessments to identify needs and design programmes.
6. Ensure the design and implementation of a MEAL plan to monitor quality, to upgrade projects where necessary and measure the impact of EFSL programmes on people's lives.
7. Ensure regular FSL situation monitoring and analysis and develop core skills within country teams to follow this.
8. Identify teams (including partners) EFSL capacity building needs, and organize necessary capacity building initiatives (coaching, training) to ensure that the team has the tools and skills to implement timely, informed EFSL programs that reflect Oxfam global learning and standards.
9. Ensure the design of an EFSL advocacy strategy for relevant areas, including advocacy on the use of alternatives to food aid when appropriate, with Programme and Advocacy Manager. In particular, work in close collaboration with Policy and advocacy team to advocate for appropriate urban and social protection interventions;
10. Ensure coordination at country level with relevant bodies (HCT, INGOs, Government departments, NVACs, UN agencies: WFP, FAO...), influence quality analysis of vulnerabilities and interpretation into response and policy recommendations; in particular influence donors and decision-makers to promote alternatives to yearly interventions to address chronic food insecurity. Work with them to develop and implement EFSL response triggers for Malawi based on other internationally recognised frameworks such as the IPC triggers, in coherence with existing early warning systems

## ROLE PROFILE

11. Ensure Oxfam's engagement and support to the MVAC (including capacity building)
12. Oversee and ensure quality relevant donor and internal budget management and reporting.
13. Actively seek funding for the continuation of the position for regional and country based initiatives.
14. Ensure gender and HIV are mainstreamed into all EFSL programming and advocacy messages  
Support Contingency planning initiatives at country level.

### ESSENTIAL SKILLS AND COMPETENCE:

1. At least 5 years field experience in designing and implementing food security and/or nutrition programmes in both humanitarian and development programmes, in different contexts.
2. In depth understanding of nutrition and food security related issues in humanitarian and development including food security and livelihood assessment & surveillance, food aid distribution and alternatives such as cash, social protection, and disaster risk reduction approaches.
3. Proven experience in analysing food security situations and translating into programming and advocacy
4. Experience of analysing markets in emergencies and ideally the EMMA toolkit, and using results in innovative project design
5. Experience and/or understanding of the Southern African context, especially of the causes of chronic food insecurity and increasing vulnerability to natural disasters.
6. An appreciation of the links between gender, HIV and AIDS, DRR and food security and livelihoods and practical experience linking these to project activities.
7. Proven experience of contribution to and leadership of strategic planning exercises.
8. Proven communication skills as well as representation experience at high-level donor and inter-agency coordination fora. Direct experience in advocacy will be required.
9. Excellent verbal and written communications skills. Good written and spoken English is essential. Ability to work with diplomacy, tact and sensitivity
10. Well developed interpersonal and team skills and proven ability to be flexible in demanding situations and ability to work under pressure.
11. Capacity building skills and experience, including training, coaching and shadowing experience.
12. Concurrence and agreement with the aims and objectives of Oxfam.
13. To be familiar with and abide by the NGO/Red Cross Code of Conduct, People in aid, and other regulatory codes.

*The role profile is not incorporated into the employment contract. It is intended as a guide and should not be viewed as an inflexible specification as it may be varied from time to time in light of strategic developments following discussions with the post holder. The post holder will be expected to work to agreed objectives, which should facilitate achievement of key responsibilities in accordance with the performance of the review*

### Contextual Setting for the Background to the Position

1. Southern Africa is a region prone to slow onset food and livelihoods crises which periodically and cyclically escalate into crisis proportions necessitating the provision of emergency response interventions. Examples of this are major regional Food Security and Livelihood emergencies in the periods of 1991-1992, 2001 - 2003, 2005 - 2006, 2007-2008 (extending into 2009). Trends over the past years also show an increasing frequency for substantial climatic events and man-made hazards leading to Cat.2 emergencies, with a frequency oscillating between 3 to 5 years for medium Cat 2 to 10 years for larger Cat 2 (with a high probability then of Cat 1). Vulnerability Assessment Committee results estimate that over 2,800,000 people in the Southern Africa region will face food insecurity during the present lean season of 2011 - 2012. As a consequence, and on the basis of humanitarian records, small to medium Cat 3 emergencies seem to become an annual occurrence with a minimum frequency of 3 over 5 years, in drought and flood prone areas. Cat 3 responses have become an annual fact for Oxfam priority 1 countries (Zimbabwe, Mozambique and Madagascar) as well as in Malawi. Chronically poor populations are the most threatened, since their chronic vulnerabilities expose them to chronic food and livelihoods risks.
2. There is a need for governments and others stakeholders to invest in long-term social protection programmes and Disaster Risk Reduction (DRR) / Resilience building. Appropriate emergency food security and livelihood responses strengthen the linkages between DRR and preparedness and medium-term social protection programmes essential to transitory crises. The underlying causes to slow-onset emergencies are often related to complex, markets, intra-country distribution systems and poor governance and services. Vulnerability Assessment conclusions and crop assessments are often of insufficient quality leading to inadequate responses and policy recommendations to address chronic vulnerability.
3. There are various initiatives that are currently underway to address these challenges. These include work that is done by both regional as well as country level actors in strengthening coordination and collaboration,

## ROLE PROFILE

- information sharing (OCHA/RIACSO, FSNWG), the utilisation of decision -making frameworks through the use of indicators identified by the FAO/IPC project (FSNWG), work undertaken by the R-VAC as well as investments by donor agencies.
4. Organisations such as Oxfam GB have an increasingly important capacity building and evidence-based advocacy role to promote food security, social protection and DRR in the region to address these issues of chronic food insecurity and vulnerability. Specifically these roles include strengthening coordination and collaboration through networking and participating in relevant discussions, holding stakeholders accountable through evidence based advocacy and using experience and organisational knowledge to strengthen and develop capacities.
  5. Given the context above OxfamGB considers Southern Africa as a priority region for its Humanitarian Mandate and has made significant investments in maintaining prevention and response capabilities within the region and in the countries under the management of the OGB Regional Centre. OxfamGB is the Regional Humanitarian Lead for Southern Africa and the Humanitarian Lead for Category1 emergencies and Category 2 emergencies (except in Mozambique). OxfamGB is also the Country Humanitarian Lead in Angola, Malawi, Zimbabwe and Zambia and South Africa. As such OxfamGB is expected to meet all the requirements that have been outlined in the Oxfam International "CO1 Commitments and Expectations" as well as the 'CO2 Roles and Responsibilities'. Additionally under the implementation of the Single Management Structure (SMS) OGB has been designated the 'Change Goal Lead' for Aim3 (Rights in Crisis) priorities.
  6. In order to meet the requirements and expectations from the above mandates as well as being an influential regional humanitarian actor OGB has developed an Oxfam International Regional Humanitarian Strategy. This strategy has been endorsed by the OI Programme Governance Group and OGB is expected to manage and coordinate the implementation of this strategy. Under this strategy the commitments that OGB include maintaining regional capabilities for WASH, EFSL, Humanitarian Capacity Building, Gender, Advocacy, Logistics and Protection.
  7. Oxfam GB has prioritised EFSL as a key component within its 'Rights in Crisis' priorities and therefore this role is significant in accomplishing outcomes within this area of work leading to the decision to maintain another year of standing regional EFSL capacity in alignment to OI Commitments and expectations (where responses to Category 2 and Category 3 responses have been decentralised to the regions and the countries) as well as the OI humanitarian strategy for the region which commits to maintaining a standing EFSL capacity.
  8. While Zimbabwe recruited a year ago a C1 open ended position (EFSL coordinator), Mozambique has EFSL capacity and Zambia some EFSL capacity (through an EJ coordinator), Malawi is the country where the most EFSL substantial work lies while EFSL capacities have been lost in the recent restructuring (only remaining EFSL capacity is with HPC). This has led to the recommendation from the SLT to base the position in Malawi.

