

## Head of Division, Agriculture and Resource Policy

**(Job Number: 12817)**

**Application Closing Date :** 30-05-2019, 11:59:00 PM

The [OECD](#) is a global economic forum working with 36 member countries and more than 100 emerging and developing economies to make better policies for better lives. Our mission is to promote policies that will improve the economic and social well-being of people around the world. The Organisation provides a unique forum in which governments work together to share experiences on what drives economic, social and environmental change, seeking solutions to common problems.

The OECD has earned a leading role in agriculture. The Trade and Agriculture Directorate (TAD) is the focal point for the OECD's work on Agriculture, both international and domestic, and it works to advance the Strategic Orientations of the Secretary-General and his "[21 for 21](#)" agenda, ensuring the impact of the OECD Agriculture work in the international governance architecture, in co-ordination with the OECD Sherpa and her team.

TAD provides relevant and timely analysis and tools in support of governments' efforts to improve their agriculture, food and fisheries policies at the domestic and international level.

The Agriculture and Resource Policy Division (TAD/ARP) works across four main areas of food and agriculture policy, mainstreaming sustainability concerns throughout: monitoring and evaluating policy developments, undertaking in-depth country reviews, with a particular focus on innovation, productivity and sustainability of agriculture; analysing policy alternatives related to climate change, water and resilience in agriculture; and exploring innovation and digitalisation policies, and their potential impacts on food and agriculture. TAD/ARP's work involves a mix of analytical and policy-oriented research conducted in a dynamic, multicultural environment by a team of highly-qualified and experienced staff.

TAD/ARP is looking for a dynamic and experienced individual to lead a highly qualified analytical team. S/he will exercise responsibility for the design and timely delivery of evidence-based policy analysis and advice in support of the OECD Committee on Agriculture and its subsidiary bodies, and the Committee for Fisheries in close consultation with national delegates, other international organisations, and both private sector and civil society representatives, and thereby help advance the Strategic Orientations of the Secretary-General in the area of agriculture.

The selected person will have excellent interpersonal and management skills and a track record of effective management of large and diverse teams; a strong analytical and policy background and a deep knowledge of current and emerging policy issues in agricultural and related policies; and benefit from a wide professional network. S/he should have a proven track record of delivering high quality and policy relevant outputs to tight deadlines, and presenting findings in international meetings and public/media events. Reporting to the Director and Deputy Director, s/he should have excellent written and oral communication skills.

As a key member of the management team of TAD, s/he will work closely with the Director and Deputy Director to support, advance and provide strategic direction to the Directorate's work and to work closely with the Office of the Secretary-General (OSG) and the rest of the Organisation in the development and implementation of horizontal projects, and on strategies to advance implementation of OECD advice in member and partner countries.

### **Main Responsibilities**

#### Strategic vision and leadership

- In line with the strategic orientations of the Secretary-General, contribute to the identification, development and implementation of a policy-relevant programme of work in the area of agricultural policy that responds to current and emerging government priorities, in particular but not limited to, current and evolving agricultural policy. Ensure the continued relevance of work undertaken in light of the evolving needs of governments.

- Direct analytical work, taking into account external developments; and ensure timely and tailored policy advice to assist countries in advancing their agricultural policy reform agendas. Ensure a focus on the impact of policy recommendations in member and partner countries.
- Communicate clearly and effectively OECD goals and the strategies for achieving them. Help others understand how their daily work contributes to the OECD mission and objectives, and inspire staff to proactively contribute to them.
- Contribute actively as a member of the Directorate's senior management team in discussions on corporate priorities and the overall work of the Directorate.

#### Management

- Lead, manage and support staff to ensure the delivery of high-quality evidence based policy information, analysis and advice, in support of the Division work plans, corporate initiatives and emerging new priorities.
- Coordinate closely with OSG on strategic and horizontal initiatives and with the Sherpa Unit on all issues regarding the G7 and G20.
- Ensure effective oversight and quality control of the work of the Division and exercise sound and strategic management of limited resources.
- Establish high standards of performance and demonstrate a commitment to excellence.
- Manage and mentor staff, including effective guidance and feedback for staff development; matching people with projects and support for development of staff skills.
- Create an environment conducive to teamwork, continuous learning, innovation and active collaboration inside and outside the OECD.
- Ensure effective collaboration with other Directorates, including but not limited to the Environment Directorate, the Directorate for Financial and Enterprise Affairs and the Directorate for Science, Technology and Innovation, in areas of common interest.
- Contribute to OECD-wide initiatives, including contributions to international fora such as the G20 and G7, as required.
- As a member of the TAD Management team, contribute to the management of the Directorate.

#### Representation and Liaison

- Ensure effective support for the Committee on Agriculture, its subsidiary bodies and related groups that oversee the work carried out by the Division. Effective liaison with national delegates, Key Partner countries, other international organisations and both private sector and civil society representatives.
- Maintain a network of relationships with other relevant international organisations, and other key stakeholders.
- Represent the OECD at high-level meetings and conferences involving senior policy makers and representatives of business, labour, academia, civil society and the media.

#### **Ideal Candidate Profile**

##### Academic Background

- An advanced university degree (Masters or PhD) in economics or other relevant disciplines.

##### Professional Background

- At least 10 years' relevant experience at senior/managerial levels, including experience in government or an international organisation.
- In-depth knowledge of agricultural and related policies and institutions and in the treatment of these policies at intergovernmental level, acquired in a national administration or international organisation.
- Strong understanding of international, political, and economic developments in key agricultural economies and their impact on the Directorate's priorities.
- Demonstrated capacity to deliver high quality policy-orientated work useful to policy makers.
- Demonstrated capacity and commitment to effective teamwork, and working collaboratively with colleagues across policy areas.
- Ability to work across a range of subject areas, to carry heavy workloads and to manage a range of disparate issues simultaneously.

- Demonstrated record of effective staff management, including the ability to provide appropriate guidance and feedback and a commitment to staff development.
- Strong interpersonal and communication skills. Ability to communicate effectively orally and in writing and to exercise appropriate quality control over Division products.
- Ability to manage limited resources effectively for the best strategic results.

#### Languages

- Fluency in one of the two OECD official languages (English and French) and knowledge of the other, with a commitment to reach a good working level.
- Knowledge of other languages would be an asset.

#### Core Competencies

- For this role, the following competencies would be particularly important: Achievement focus, Analytical thinking, Drafting skills, Flexible thinking, Managing resources, Teamwork and Team leadership, Client focus, Diplomatic sensitivity, Influencing, Negotiating, Organisational knowledge, Developing talent, Organisational alignment, Strategic networking, Strategic thinking.
- Please refer to the level 5 indicators of the [OECD Core Competencies](#).

#### Contract Duration

- Three-year fixed term appointment, with the possibility of renewal.

#### What the OECD offers

- Monthly base salary starting from 9 921 EUR, plus allowances based on eligibility, exempt of French income tax.

Please note that the appointment may be made at a lower grade based on the qualifications and professional experience of the selected applicant.

The OECD is an equal opportunity employer and welcomes the applications of all qualified candidates who are nationals of [OECD member countries](#), irrespective of their racial or ethnic origin, opinions or beliefs, gender, sexual orientation, health or disabilities.

The OECD promotes an optimal use of resources in order to improve its efficiency and effectiveness. Staff members are encouraged to actively contribute to this goal.