

## **I. Position Information**

Job Code Title: **Peace and Development Advisor**

Reports to: Resident Coordinator Office in Colombia, but also to the Resident Representative UNDP and the Head of the Colombia Desk in DPPA

## **II. Organizational Context**

The Joint UNDP-DPPA Programme on Building National Capacities for Conflict Prevention partners with the Folke Bernadotte Academy (FBA) to deploy capacities to UN Country Teams in the area of prevention and peacebuilding in countries. As the UN Country Team in Colombia, including UNDP Country Office, requires assistance in the areas of conflict prevention and peacebuilding analysis and programming, FBA will be deploying a Peace and Development Advisor (PDA) to the UN Resident Coordinators Office, reporting also to the Resident Representative UNDP and the Head of the Colombia Desk in DPPA, and working closely with the Political Mission and UN Country Team as required.

PDAs are deployed in country settings to work alongside national stakeholders to build, strengthen, and sustain nationally owned and driven efforts to mediate, resolve, and transform social and political tensions, with a view on preventing violence and building peaceful societies. The range of countries varies considerably, with deployed in countries emerging from civil and/or regional conflict, where violence is escalating, and in others still where violence is absent, but the underlying structural causes of conflict remain.

Colombia is a special case where there is large momentum around peacebuilding: The 2016 peace agreement between the FARC-EP and the government is under implementation, there are ongoing peace negotiations with the ELN guerrilla and with other non-state armed groups, and there are ongoing community-based conflict prevention and peacebuilding efforts. At the same time, the country also experiences multiple and overlapping violence, insecurity, and social conflict dynamics. Colombia is a member of the OECD member with a modern and capable State capacities, but still faces entrenched inequality and social inclusion challenges, as well as uneven and weak presence in the parts of the country that are affected by conflict.

The 2016 Peace Agreement has provided an unprecedented opportunity to address historic inequalities and root causes of conflict and build sustainable peace and remains ground-breaking in its inclusion of cross-cutting gender and ethnic perspectives.

After six years of implementation, however, challenges remain. Continued violence dynamics edged on by resilient illegal economies in some parts of the country, re-building trust with communities and victims seeking access to truth, justice and reparations, durable solutions for over 7 million IDPs, and guaranteeing the effective access to rights of vulnerable populations. Moreover, ensuring environmental sustainability in the implementation of the comprehensive rural reform and the rural collective reincorporation of ex-combatants, and making headway in measures to strengthen democratic governance will be critical to building a sustainable peace. Added to this complex situation, the Venezuelan political crisis has displaced 1.5 million people to Colombia, generating a high pressure on the Colombian state to deliver humanitarian aid and other services.

Against this backdrop, the 2022 elected Government of President Gustavo Petro has launched an ambitious peace agenda. President Petro's "Total Peace" policy includes measures to accelerate the implementation of the 2016 Peace Agreement, while also undertaking peace dialogues with other armed groups like the ELN and dissident FARC-EP groups, conflict resolution of local and social disputes, and submission of criminal organizations. As a complement, President Petro also aims to reform the security sector and move an ambitious rural reform agenda.

The United Nations in Colombia is supporting the government's Total Peace policy. The UN Country Team (UNCT) is composed of 27 agencies, funds and programmes, with mandates covering peace support, sustainable development, humanitarian response, gender, protection of children, and human rights, among other critical issues. Sustaining peace remains one of the three priorities of UN Sustainable Development Cooperation Framework, which guides the UNCT's joint action. Close to one third of the UNCT's portfolio has been traditionally dedicated to sustaining peace.

The UNCT coordinates its support to peace implementation with the UN Verification Mission to Colombia (UNVMC), a political mission established in 2016 to verify the implementation of the peace agreement between the government and the FARC-EP. The UNVMC's mandate includes the monitoring and verification of various aspects of the 2016 Peace Agreement, including rural reform, reintegration of former combatants, security guarantees verify the implementation of the restorative works within the framework of the Special Peace Jurisdiction for Peace, and ethnic dispositions of the agreement. The UNVMC also has an accompanying role to peace talks with the ELN and is exploring similar roles with other non-state armed groups.

In this context, the PDA will help ensure coherence of the UN System, including coordination between the UNCT and the UN Verification Mission, support coordination with the Colombian Government and donors, to make tangible contribution towards an inclusive and sustainable peace along the lines of the UN Secretary General Antonio Guterres than connects peace, development, humanitarian issues and the SDGs Agenda 2030. The UNSG vision is strongly connected to the present and future UN Sustainable Development Cooperation Frameworks.

The PDA will focus on key aspects of Sustaining Peace, including but also beyond the current peace negotiations and implementation of the 2016 Peace Agreement, with particular emphasis on reincorporation of combatants, territorial peace (including a climate security perspective), gender (women's empowerment, in line with the Security Council Resolutions 1325 and 1820), child recruitment (including Resolution 1612) and ethnic minorities (indigenous and afro-Colombians), the transitional justice system for truth, reparation and non-repetition.

Because the RC Office needs to cover and deal with most of the issues addressed by the UN, the Advisor needs to have flexible and comprehensive approach in his/her analysis, with the ability to connect social, political and economics fields, the SDG Agenda 2030, particularly Goal 5 (gender equality), Goal 15 (sustainable use of terrestrial ecosystems and forests, combat desertification and land degradation, and halt biodiversity loss), and to peacebuilding efforts and Goal 16 (peaceful inclusive societies).. The Advisor does not need to be an expert on all these fields, but it is important to have the knowledge and experience to deal with different issues and move quickly among diverse fields.

### **III. Functions / Key Results Expected**

Under the supervision of the Resident Coordinator and in close coordination with the Head of the Resident Coordinators Office, the Peace and Development Advisor will provide technical and coordination support, and advise on the design and implementation of programmes, to the Resident Coordinator and the United Nations Country Team, including UNDP. The Advisor will support substantive liaison with the UN Political Mission and coordination with donor community, focusing on the following tasks:

1. Provide strategic and analytical support to the UN Resident Coordinator in her relationship with Government officials, civil society, academia, and with the wider political and civic leadership.
  - Provide analysis to the RC and UNCT on political developments, progress and challenges related to confidence building and peacebuilding priorities, and other areas assigned, with a view to identify appropriate strategic "entry points" for UN response, ensuring gender and sustainability dimensions, both in analytical and programmatic efforts.

- Support the design and implementation of strategy for identifying entry points for mainstreaming of sustaining peace (how peacebuilding can generate conflict prevention) and conflict sensitivity in the UNCT, including within the framework of common country planning processes (UNSDCF, CCA, etc.).
  - Advise the design, implementation and conflict sensitivity of programmatic activities related to implementation of the peace agreement, support to peace negotiations and of confidence building measures, and peacebuilding activities in areas with weak State presence ; ensure that political strategies inform these programmes and vice versa. Provide support to the Resident Coordinator and the RCO in the coordination of the interagency groups on peace; political issues, such as on elections and Congress; and others that emerge.
2. Identify and develop areas of joint UN programmatic engagement with national stakeholders and support the Resident Coordinator and UN entities in ensuring a coherent and effective UN support to peace building and implementation in the above-mentioned areas of reincorporation of former combatants, and transitional justice.
    - Support an integrated programmatic approach across the UNCT for peacebuilding and SDGs (sustaining peace), with emphasis on Goals 5, 15 and 16, as well as the guidelines of UN Resolutions 1325, and the other seven UN Resolutions about women, peace and security.
    - Provide technical support to programmatic development and financing of UN peace programming under the UN Multi-Partner Trust Fund and related instruments, as needed.
    - Establish and strengthen strategic partnerships with key national actors, including women's networks, regional and international actors and development partners, to identify and develop joint UN programmatic opportunities, foster dialogue and strengthen strategic alliances and partnerships.
    - Identify and develop opportunities for UN programming to strengthen environmental sustainability and sustainable use of natural resources in the peace building process.
    - Ensure application of cross-cutting priorities, including gender equality, human rights-based approach, transitional justice, environmental sustainability and differential approach to indigenous and afro Colombian communities.
    - Provide technical advice to joint UN programming efforts.
    - Support UN efforts to mobilize resources for joint UN initiatives.
  3. Support substantive liaison and coordination with the UN Political Mission and DPPA for monitoring and verification, on key aspects of peace implementation.
    - Establish basis for coordinated analysis and joint messaging between the UNCT and the UN Political Mission.
    - Support monitoring of UN actions and facilitate coordination between programme activities.
  4. Support the Resident Coordinator Office in developing partnerships with international stakeholders, and efforts to strengthen coordination within the international community in related areas.
  5. Lead the PDA team in order ensure coordinated action for peace support, including data management and analytical reports. The team should also ensure coordinated action to support peace efforts in Colombia.

#### **IV. Impact of Results**

- Coherent and more effective UN support to sustainable peace in Colombia, specifically in sustainable development.
- Improved results from UN peace building and implementation support and cooperation with the Colombian Government and civil society regarding reincorporation, transitional justice, gender priorities, including SC 1325, children and armed conflict, and environmental sustainability.
- Promote UN partnerships with national counterparts in government, civil society, academia, and think-tanks/ research institutions;

<ul style="list-style-type: none"> <li>• Close coordination and full coherence of the UNCT – UN Political Mission for Monitoring and Verification on critical peace implementation issues.</li> </ul>
<b>V. Competencies</b>
<b>Core</b>
<b>Innovation</b> <i>Ability to make new and useful ideas work</i>
<b>Leadership</b> <i>Ability to persuade others to follow</i>
<b>Relationship Management</b> <i>Ability to engage with other parties and forge productive working relationships</i>
<b>Communication</b> <i>Ability to listen, adapt, persuade and transform</i>
<b>Delivery</b> <i>Ability to get things done</i>
<b>Technical/Functional</b>
<b>Primary</b>
<b>Social Cohesion</b> <i>Knowledge of methods and experience of supporting communities to achieve greater inclusiveness, more civic participation and creating opportunities for upward mobility</i>
<b>Inclusive and Sustainable Peacebuilding and Reconciliation</b> <i>Ability to support peace processes to facilitate recovery and development. Experience with women, peace and security and the implementation including development of the UNSC Resolution 1325 and subsequent UNSC Resolution on this field. Ability to identify opportunities to strengthen environmental sustainability and prepare risk assessments considering climate change and environmental perspectives.</i>
<b>Conflict-Sensitive Programming</b> <i>Ability to use methods and tools to monitor conflict triggers and determine impact of various dynamics in conflict-prone situations</i>
<b>Political Economy Analysis</b> <i>Ability to analyse socio-political dynamics influencing power and influence through various lenses (i.e. national, local, communal levels and ethnic, demographic, etc.) and produce written briefings.</i>
<b>Secondary</b>
<b>Knowledge Management</b> <i>Ability to efficiently handle and share information and knowledge</i>
<b>People Management</b> <i>Ability to improve performance and satisfaction</i>
<b>Resource Mobilization</b> <i>Ability to identify and organize programmes and projects to implement solutions and generate resources</i>
<b>Leadership</b> <i>Capacity to listen before action; while nurturing relationships and gain broad support, while making tough decisions and drive change that is necessary. Make things happen with the support of others.</i>
<b>Empowering Others/ Management</b> <i>Capacity to delegate responsibilities, clear about what is expected, and values everyone's inputs and expertise.</i>
<b>Managing Performance</b> <i>Complete staff evaluations, have discussions about career planning and learning objectives, as well as the competencies necessary to complete performance goals. Give and receive feedback and have an on-going dialogue about performance.</i>
<b>VI. Recruitment Qualifications</b>

Education:	Advanced university degree (Master's Degree) in political science, sociology, international relations, international economics, law, public administration, or other related social sciences. In lieu of an Advanced degree, a Bachelor university degree with additional years of experience.
Experience:	<ul style="list-style-type: none"> <li>• At least 10 years of experience in areas related to post-conflict transition and recovery, including analysis, policy and strategy development, with governmental, multilateral or civil society organization; previous experience with the UN is considered an asset.</li> <li>• Proven experience of work in peace processes.</li> <li>• Flexibility to work under pressure and dealing with different topics at the same time.</li> <li>• Sensibility and awareness of gender priorities related to the area of work;</li> <li>• Experience and/or readiness to expand knowledge on how to integrate environmental sustainability priorities in areas of work.</li> <li>• Experience in research, policy analysis and programme development;</li> <li>• A proven policy, advisory and advocacy experience and track record of engagement with senior levels of governments, EU, United Nations, or donor community;</li> <li>• Sound knowledge of and experience in Colombia and/or Latin America region, including in dialogue, conflict prevention and peacebuilding, is an advantage.</li> <li>• Excellent communications skills.</li> </ul>
Language Requirements:	Fluent written and spoken in Spanish and English is required.