



Announcement for Consultancy

(Consultant) Team Coaching

Adaptation division

Vulnerability subdivisionDeadline for application	Announcement number	Expected date for entry on duty	Duration of appointment	Duty Station
21 September 2022 23:59 hrs CET	22/CON08/A	As soon as possible	Until December 2022	Bonn, Germany

Publication date: 07 September 2022

The United Nations Framework Convention on Climate Change (UNFCCC) is the focus of the political process to address Climate Change. The UNFCCC secretariat supports the Convention, its Kyoto Protocol and the historic Paris Agreement through a range of activities, including substantive and organizational support to meetings of the Parties and the implementation of commitments. It is a dynamic organization working in a politically challenging environment to help resolve one of the defining environmental issues of our time.

The Adaptation Division of the UNFCCC secretariat supports the intergovernmental process on a number of topics including the Local Communities and Indigenous Peoples Platform (LCIPP) and its Facilitative Working Group, national adaptation plans, national adaptation programmes of action, the LDC Expert Group (LEG), the Nairobi work programme, the Warsaw International Mechanism for Loss and Damage and its Executive Committee, the Adaptation Committee, adaptation communications and the adaptation registry. The Adaptation Division also engages Parties, indigenous peoples and other stakeholders, including national, regional, multilateral and international organizations, across public and private sectors, and civil society.

The Vulnerability subdivision catalyses knowledge-sharing, enhances learning on, and understanding of, needs and action in response to climate change impacts for different sectors and groups while managing a trusted repository of adaptation data and information. This process includes activities relating to national adaptation plans, national adaptation programmes of action, the Nairobi Work Programme (NWP), the Warsaw International Mechanism for Loss and Damage and its Executive Committee, the Adaptation Committee, the Local Communities and Indigenous Peoples Platform (LCIPP), adaptation communications and the adaptation registry.

The Vulnerability subdivision consists of two units:

1. The NWP unit, which supports the Nairobi Work Programme on impacts, vulnerability and adaptation to climate change, including the Lima Adaptation Knowledge Initiative (LAKI).
2. The LCIPP unit, which supports the Local Communities and Indigenous Peoples Platform and its Facilitative Working Group (FWG).

Relevant background

The Vulnerability subdivision, in the context of a reorganization of secretariat divisions and staff, consists of two newly-recruited teams.



Purpose

The purpose of the consultancy is to provide individual and team coaching to the manager and two units of the Vulnerability subdivision.

What will you be doing (components and outcome)

The work will involve the following:

- **Individual** personality or behaviour assessment / self-discovery (including report and feedback);
- Coaching including a programme **including team lead coaching, manager coaching, and team coaching**

Individual (manager and team leads)

- Leadership coaching for team leads (sessions dedicated to taking teamwork and leadership forward)
- Monthly coaching session related to how to take the entire team forward
- Understanding individual influencing, leadership and communication style

Individuals on the teams

- Self-understanding of individual team members (understand strengths, work and communication preferences, areas of growth)
- Emotional intelligence that contributes to team cohesion
- Collaborative work practices
- Effective communication and engagement skills within the team
- Trust (such as increased psychological safety, group understanding)

<u>Timeline</u>		<u>Completion date</u>
1	Manager and team lead coaching (1 day for first leadership building together, 3 x 2 x 0.5 days individual coaching and feedback, 1 day debrief and learning 2 days together)	September - October 2022, 5 days
2	Individual (self-discovery and leadership coaching), analysis and individual debriefing of each member of 2 units (1 week per unit)	September -December 2022, 10 days
3	Team coaching sessions (1 days per month x 4 months)	September - December 2022, 4 days
4	Finalize all deliverables	31 December 2022, 1 day

Timeframe

The work will be assigned 20 working days between September - December 2022.



Duty station

The assignment will be in Bonn and involve regular interaction through in-person meetings such as at UNFCCC premises, and virtual calls, as needed.

What we are looking for:

Education:

- Advanced university degree (Master's degree or equivalent) in a discipline relevant to coaching professional staff.
Formal corporate / executive coaching qualification (certificate, diploma, or equivalent).

Asset:

- Qualification to teach (similar or equivalent to post-graduate certificate in education, such as PGCE).
Holds a license for behavioral and personality assessment in a professional environment (ability to facilitate feedback for such assessments).

Experience:

- A minimum of ten years of relevant work experience related to facilitating multidisciplinary team building and coaching.
Excellent coaching skills.

Asset:

- Experience in working in an international environment.
Prior experience or knowledge of UN bodies in Bonn, particularly UNFCCC an asset.
Familiarity with needs of UN staff and UNFCCC competency framework.

Language requirements:

- Excellent proficiency in the English-language (written and spoken).

Job related Skills:

- Demonstrated strong intercultural communication skills (such as track record of intercultural coaching).
Demonstrated organizational skills (such as track record of organizing team training and coaching).
Demonstrated writing and presentation skills.

Asset:

- Track record of coaching diverse, international teams

How to apply:

Candidates, whose qualifications and experience match what we are looking for, should use the online application system available at <http://unfccc.int/secretariat/employment/recruitment>



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Please note:

1. UNFCCC is committed to diversity and inclusion within its workforce, and encourages all candidates, irrespective of gender, nationality, religious and ethnic backgrounds, including persons with disabilities to apply.
2. We will confirm receipt of your application. However, only candidates under serious consideration and contacted for an interview will receive notice of the final outcome of the selection process.