Environment Officer, FL-0028-01
(Senior Land and Resource Governance Officer)

Position Number: 32967

Introduction:

The incumbent serves as the Senior Land and Resource Governance Officer based in the Bureau for Economic Growth, Education, and Environment’s Land and Urban Office (E3/LU). The incumbent reports to the LU Land Team Lead but provides senior-level technical leadership to the Agency on land administration, tenure, and resource governance approaches and leads the Land Team’s monitoring and evaluation (M&E) agenda. The incumbent is responsible for providing strategic guidance in the design and management of USAID’s land administration, tenure, and resource management programs in furtherance of U.S. Foreign Assistance Objectives including economic growth, food security, resilience, good governance, conflict mitigation, and women’s empowerment. Specific emphasis for this position will be placed on reviewing, drafting and providing recommendations for land and resource governance legal frameworks and policies globally, creating and refining tools for development practitioners on land tenure and resource governance including guidance on working with host-country institutions and establishing metrics for rigorous monitoring and evaluation.

E3/LU provides analytical, technical, and project support to USAID missions around the globe to improve urban services, land tenure, land management, property rights, resource governance, and artisanal mining and other extractive industries. E3/LU has expertise in the aforementioned areas as well as geospatial information system applications, economics, rigorous impact evaluations, and legal and regulatory reforms to secure property rights and maximize resource productivity.

MAJOR DUTIES:

Agency-Wide Technical Resource (80 percent)

- Serves as the agency expert and coordinator in providing intellectual leadership to initiate dialogue; generate policy recommendations, interventions, and agency mechanisms; draft and review land and resource legal frameworks and processes; and initiate research activities to support the Agency’s land administration, tenure, and resource governance portfolio and synergies with other development sectors.
- Explores and evaluates legal, academic, and other resources to identifying solutions to critical problems in the land tenure and resource governance sector and synergies with other development sectors.
- Seeks the latest substantive thinking in the sector, from sources within and outside the U.S., and translates such findings and knowledge to USAID policies and programs.
- Plans and directs land administration, tenure and resource governance programs of marked complexity, responsibility, and international significance requiring deep expertise and demonstrated leadership.
- Provides ongoing review and evaluation of worldwide programs and research on land administration, tenure, and resource governance being undertaken in the U.S. and abroad, and effectively applies results to USAID assistance programs.
- Helps prepare technical and legal responses to Congressional and other external queries.
- Develops policies, strategies, and plans for the land tenure and resource governance technical area, including a robust M&E agenda. Provides specialized expertise to other USAID Bureaus and Missions in designing and monitoring policies, strategies, and programs related to land tenure and resource governance.
- Advises USAID Missions and host-country governments on new developments and the most effective approaches to land tenure and resource governance challenges in a region or country, and articulates the benefits of interventions to effectively reach specific target audiences, from high-level government and opinion leaders to technical and legal audiences and community groups.
- Provides technical and legal advice, guidance, and support to Missions, PVOs/NGOs, and host countries on technical issues regarding the design, implementation, management, and evaluation of land tenure and resource governance-related activities.
- Provides expert technical leadership, policy and program guidance for worldwide programs and research on land administration, tenure, and resource governance. Plans, designs, and oversees the execution of analysis and research needed to improve USAID and/or Mission understanding of policy and programming issues and problems.
- Develops and/or reviews Bureau and Mission policies, strategies, or programs related to the land tenure and resource governance.
- Undertakes technical and legal background studies or analyses to carry out policy development responsibilities.
- Serves as an advisor and technical authority on policy, program, and implementation planning issues for land tenure and resource governance.
- Enhances and coordinates effective working relationships across sectoral lines, identifying important areas of interaction and impact between program areas.
- Provides expert advice and state-of-the-art professional assistance and support to Regional and Pillar Bureaus and to Missions and incorporates research into programs and strategies.
- Serves as a technical liaison with other USG Agencies, donor organizations, multilateral banks, PVOs, U.S. Universities, and professional organizations to coordinate their efforts with USAID programs, policies, and approaches to land administration, tenure, and resource governance.
- Initiates and leads the development of strategies, plans, program guidance, and dissemination of research results related to land administration, tenure and resource governance for Agency-wide application and incorporation into relevant programs.
- Initiates and leads interdisciplinary task forces within and outside the U.S. or organizes and chairs seminars on the land tenure and resource governance projects, policies, and strategies.
- Formulates Agency positions on research issues, for presentation to Congress, partner organizations, universities, foundations, task forces, and other stakeholders.

**Program Assessment and Oversight (20 percent)**

- Develops plans for new program areas that involve land administration, tenure, and resource governance problems lacking in precedents.
- Develops detailed plans, goals, and objectives for the long-range implementation and administration of Agency land tenure, resource governance, and M&E approaches.
- Oversees the execution of USAID programs that are broad in scope and mission.
- Assesses the integration of land administration, tenure, and natural resource management components in support of Foreign Assistance objectives for food security, economic growth and other Agency priorities.
- Diagnoses implementation problems and identifies solutions that enable achievement of established goals, measures, and objectives.
- Makes recommendations that serve as the basis for new systems, legislation, regulations, or programs that include land tenure and resource governance dimensions.
- Provides expert analysis and evaluations in the land tenure and resource management sector that encompass programmatic milestones, schedules, and budgetary resource planning and executions required for effective management, operations and decision making in support of a project program or functional area.

Performs other related duties as assigned.

**OTHER SIGNIFICANT FACTORS:**

Security Clearance Level - Secret  
BUS Code - 2283  
Supervisory Code - 8  
Financial Disclosure Form - Yes  
FLSA - Exempt  
Travel - Yes

**FES FACTORS:**

**Factor 1, Knowledge Required by the Position, FL 1-8, 1550 pts.**

Mastery of relevant principles, concepts, practices, methods, and techniques needed to develop new approaches to difficult land administration, legal, tenure, and resource governance problem sets. Generates and develops new hypotheses and theories relevant to successful Agency policies and programming in the environment and agriculture sectors. Plans and directs programs of marked difficulty, responsibility, national and international significance requiring extended training and experience with demonstrated leadership and exceptional attainments. Expert knowledge of Federal laws and regulations, documentation and reporting requirements, and rulemaking processes sufficient to make decisions or recommendations significantly changing, interpreting, or expanding important agency policies and programs.

**Factor 2, Supervisory Controls, FL 2-5, 650 pts.**

Employee functions under administrative supervision with considerable freedom from supervisory control over sequences of assignment, planning and organizing details of work, or deciding methods to produce a given result. As the technical expert in the field, the advisor resolves most questions or situations that arise independently. Only technical matters affecting agency policy or that have far-reaching importance are referred to higher levels for decision. Work is reviewed primarily for overall effectiveness and compliance with general policies and procedures.

The employee is responsible for committing the Agency to actions of a substantive or technical nature within the bounds of the mission of the Agency and its administrative policies. Has
responsibility for recognizing when matters are of a policy or precedent-setting nature, or of such delicacy or importance that advice must be cleared through, or secured from higher levels of authority.

Factor 3, Guidelines, FL 3-5, 650 pts.

Guidelines consist of basic strategies, policies, and procedures. The employee uses judgment and discretion in determining intent, and in interpreting and revising existing policies and procedures for use by others within or outside the employing organization. The employee is recognized as an expert in the interpretation of guidance on issues related to land administration, tenure, resource management, and M&E.

Factor 4, Complexity, FL 4-6, 450 pts.

Work is characterized by broad and intensive efforts involving several kinds of unprecedented problems, where the controlling theory and practices are largely undefined and filled with uncertainty and where methods and practices are in a state of development.

Decisions involve largely undefined areas and issues and require extensive probing and analysis of very complex, diverse problem sets in the land tenure and resource governance sector that involves major areas of uncertainty in approach, methodology, or interpretation resulting from such elements as continuing program changes, technological developments, new or unconventional methods, unyielding problems, unique or controversial aspects of environmental protection, and conflicting interests or ideas.

The work requires devising new methods and techniques to produce effective results or implement advances in developing countries, resource allocation, or risk assessment; establishing criteria for administering and evaluating land tenure and resource management programs; or developing policy guidance and procedural material for use by development practitioners. Assignments are of considerable breadth and intensity and require the participation and support of others including cross-sectoral collaboration on projects.

Factor 5, Scope and Effect, FL 5-6, 450 pts.

Analyzes and evaluates major technical, management, and operational aspects of land tenure and resource management programs. Develops long-range TCB program strategies, plans, goals, objectives, and milestones and evaluates the effectiveness of programs conducted throughout the mission. Identifies and develops ways to resolve problems or cope with issues which directly affect the accomplishment of principal goals and objectives. Develops guidelines to design and implement land tenure and resource governance programs. Develops rigorous criteria to measure the impacts and accomplishments of programs. Technical reports contain findings and recommendations of major significance to top management of the mission, bureau and Agency, and often serve as the basis for new strategies or programs.

Factor 6, Personal Contacts, FL 6-4, 110 pts.

Contacts are with persons outside the agency which may include consultants, contractors, development banks, and business executives in a highly unstructured setting. Contacts may also include the USAID Administrator or program officials several managerial levels removed from
the employee when such contacts occur on an ad-hoc basis. Confers or negotiates with high-level administrative or executive personnel in the Agency, other USG agencies, other donors; the U.S. and international private sector, and foreign governments. Diplomacy, effectiveness, and competence of a high order are required. Given the international nature of the responsibilities of this position and the level of the contacts, a high level of cultural sensitivity based on previous overseas experience will be required.

Factor 7, Purpose of Contacts, FL 7-4, 220 pts.

The purpose of contacts is to influence, motivate, or persuade persons or groups who are typically skeptical, resistant, or uncooperative, or whose interests differ from those of the program represented and who must be approached skillfully to obtain the desired effect. The employee is required to achieve a common understanding among the various parties and identify a satisfactory solution that addresses their various objectives and concerns. Issues to be resolved are of considerable consequence or importance and are often sensitive or controversial.

Factor 8, Physical Demands, FL 8-1, 5 pts.

The work is primarily sedentary, although some physical effort may be required, e.g., walking, standing, carrying light items such as manuals or briefcases, or driving or traveling by motor vehicle. TDYs require physical stamina to cope with demanding travel schedules and jet lag, long work hours and variable accommodations.

Factor 9, Work Environment, FL 9-1, 5 pts.

The work environment involves everyday risks or discomforts that require normal safety precautions typical of such places as offices, training rooms, and libraries. The work area is adequately lighted, heated, and ventilated. The incumbent may be required to undertake TDYs possibly to areas of physical hardship and a substandard working environment with exposure to terrorism, debilitating disease and other health hazards, and to economic, political or social unrest.

Total points = 4090, equivalent to GS-15/FL-01 (455 and up)