

WFP HQ organizational evolution exercise – Final output

Briefing note to Member States

January 11th, 2024

Amid the current challenges of WFP operations, the Executive Director launched a review to equip WFP with a streamlined organizational structure, driving integration, collaboration and promoting efficiency.

The first phase resulted in a new HQ departmental configuration, presented in WFP Management Plan (2024-2026) at the November 2023 Executive Board session. Members welcomed the departmental structure and noted that the Executive Director was proceeding with implementation. A second phase of the review would examine changes at the divisional level under the redesigned departmental configuration.

This briefing note provides an update on the second phase of the review, presenting the **division-level configuration** under the previously endorsed department-level structure.

A representative group of Country Office, Regional Bureau and Headquarters colleagues were brought together to co-design the divisional structure, based on the various input collected throughout the review.

The departmental structure leaders reviewed and refined the proposed organizational configuration before the Executive Directors' final review and endorsement.

Under the new configuration, the structure will be as follows:

- The **Deputy Executive Director and Chief Operating Officer** will oversee three Assistant Executive Directors, serving as heads of departments, and Risk Management, Executive Board Secretariat and DED & COO Office (including Emergencies Coordination)
- The **Chief of Staff** will oversee the Office of the Executive Director, which supports the Executive Director in mobilizing resources and partnerships to support WFP's mission; the Global Privacy Office, which ensures WFP meets the highest standards of data and privacy protection; and the Communications and Media, which is responsible for raising the global profile of WFP's work.
- The **Chief Financial Officer** will report to the Executive Director and act as the organization's most senior financial advisor, with internal mandate over resource management and external engagement with the Executive Board, UN Finance and Budget Network, and the oversight and advisory bodies. The division will drive effective resource planning, allocation and utilization, and oversee the financial cycle, from corporate planning, through budgeting and performance, recording of

accounting transactions and payments, strategic financing and financial monitoring, to financial performance reporting.

- The **Workplace & Management Department** will consolidate all people-centered functions and services to allow our staff delivering WFP mandate with safety and security as a core focus. The department will oversee 4 divisions: i) Human Resources; ii) Management Services; iii) Security; and iv) Technology
- The **Programme Operations Department** will support and strategically guide the delivery of operations throughout the programmatic lifecycle. The department will oversee 3 divisions: i) Analysis, Planning & Performance (including CSP programme budget management); ii) Programme Policy & Guidance; and iii) Supply Chain & Delivery
- The **Partnerships & Innovation Department** will enable a strategic approach to Partnerships through a market-driven, forward-looking structure. The department will oversee 3 divisions: i) Multilateral & Programme Country Partnerships; ii) Global Partner Countries; and iii) Private Partnerships

Following the Executive Director's endorsement of this structure, the Senior Leadership of the organization will drive the subsequent implementation of this new configuration. A briefing is scheduled later this month during which you will receive additional details on next steps and implementation.

These changes are reflected in the organizational chart attached and the implementation phase will begin from February 15th, 2024.

Appendix

WFP organizational structure

