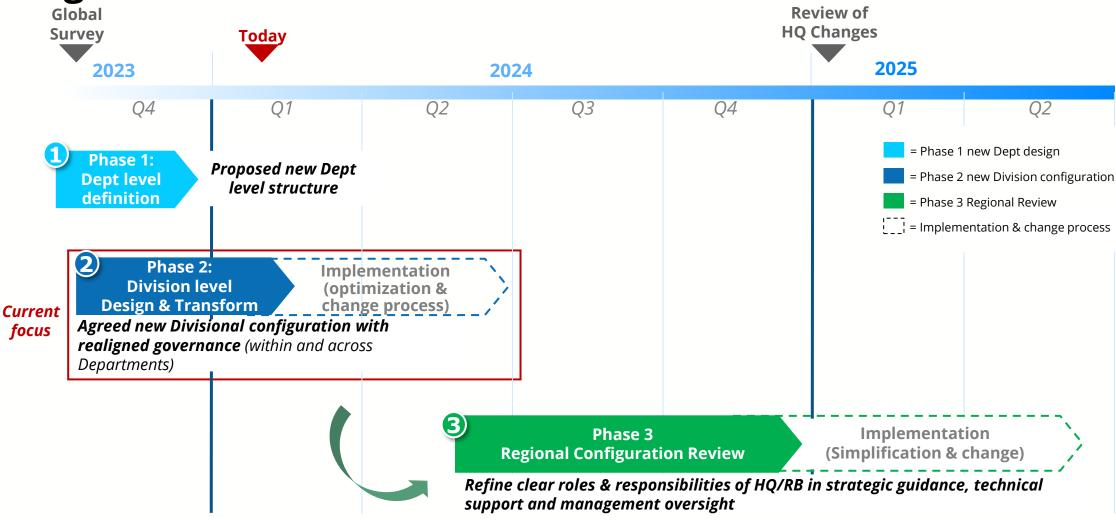


Update on the organization structural reviewExecutive Board Informal Consultation

SAVING LIVES **CHANGING** LIVES

January 31st, 2024

Multiyear timeline: three distinct phases for WFP Organizational evolution and transformation



Global survey: In September, HQ and Field Directors identified 5 main challenges in WFP organizational structure

Challenges/Areas for improvement



Fragmentation, duplication, lack of coordination and ineffective governance



Lack of clarity of Roles & Responsibilities



Increased bureaucracy and lack of agility



Suboptimal allocation of resources across organization



Unclear vision and prioritization of activities

Large number of departments and divisions, with duplication overlaps within HQ (horizontal) leading to lack of coordination and collaboration, with ineffective governance

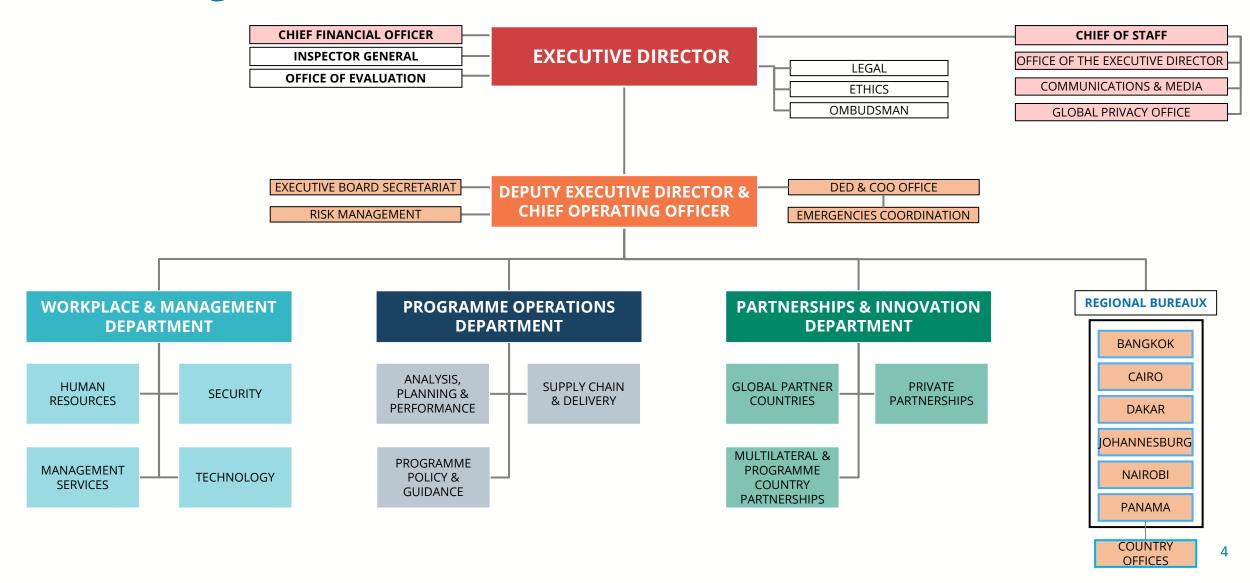
Unclear roles of HQ/RB in strategic guidance, technical support and management oversight. Key processes require major revamp to guarantee vertical accountability

Over proliferation of policies, procedures, systems and guidance, hampering agility in decision-making and response times

Resources across
Departments and
Divisions are not
strategically
distributed. WFP
investing in
duplicative systems

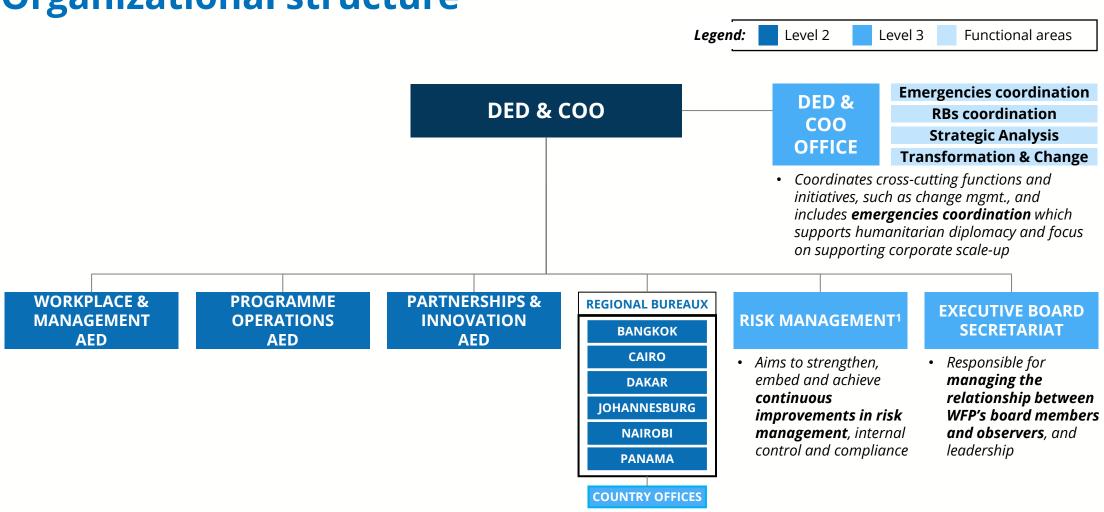
Uncertain strategic guidance at global and departmental level on organizational priorities

WFP organizational structure



Deputy Executive Director & Chief Operating Officer

Organizational structure



Chief of Staff Organizational structure





Chief Financial Officer Organizational structure



CHIEF FINANCIAL OFFICER

Financial Monitoring Service
Products & Systems/ Process Support/ Data & Insights (includi

Front Office (including Staffing Coordination)

FINANCIAL REPORTING SERVICE

- General Accounts
- Contributions Accounting & Donor Financial Reporting

FINANCIAL OPERATIONS & INSURANCE SERVICE

- Payment & Payroll Services (Corporate Payroll & Accounts Payable)
- Treasury & Financial services for CBT (policies & financial instruments)
- Cargo & Health Insurance (SA administration)

CORPORATE PLANNING, BUDGETING & REPORTING SERVICE

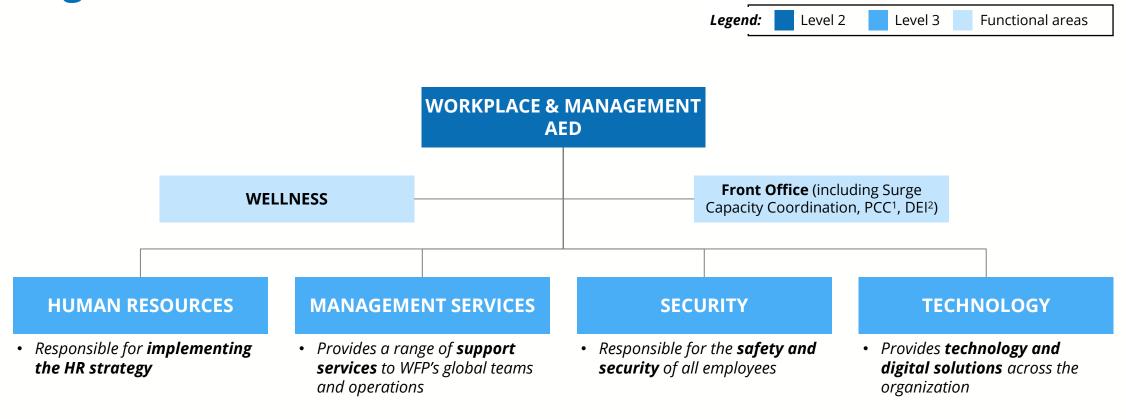
- Corporate Planning & Reporting (APR, MP, Global Budget Committee)
- Corporate Budgeting (CCI, PSA & extra budgetary)¹

BUDGETARY POLICY & STRATEGIC FINANCING SERVICE

- Strategic Financing (IPL, IRA, GCMF risk, financial management)
- Advance Financing
- Budget analysis of CSPs

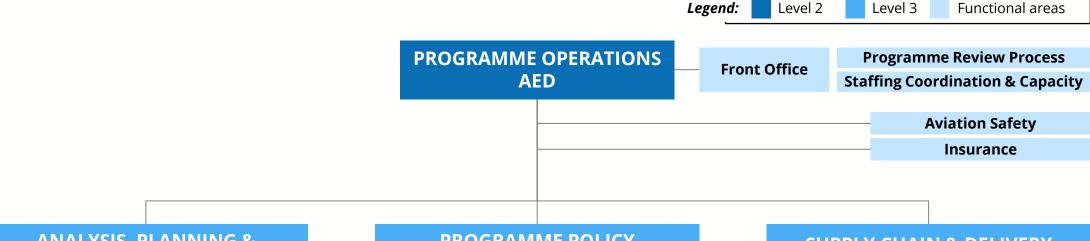
Workplace & Management Department

Organizational structure



Programme Operations Department

Organizational structure



ANALYSIS, PLANNING & PERFORMANCE

- Food Security analysis, assessment & Monitoring
- Research & Knowledge Management
- Process and Programme Monitoring
- Performance Measurement & Reporting
- ID Management norms and standards
- Programme Budget Management (including CSP programme budget management)

PROGRAMME POLICY & GUIDANCE

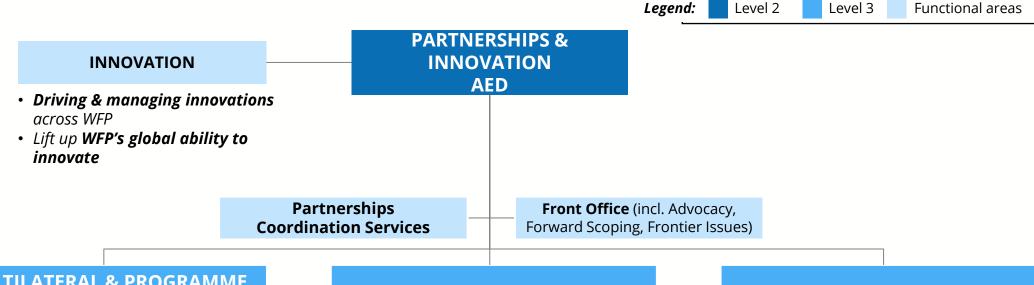
- Emergency Preparedness and Response
- Climate & Resilience
- Nutrition & Food Quality
- School Meals and Social Protection
- Gender, Protection & Inclusion

SUPPLY CHAIN & DELIVERY (Food, CBT, G&S)

- Procurement
- Shipping
- Aviation
- Logistics
- **Delivery Assurance** (cash and food)
- Cooperating and Standby Partners Engagement

Partnerships & Innovation Department

Organizational structure



MULTILATERAL & PROGRAMME COUNTRY PARTNERSHIPS

- International Financial Institutions and Programme Country Partnerships
- UN System Engagement
- Intergovernmental and South-South and Triangular Cooperation

GLOBAL PARTNER COUNTRIES

- Traditional donors
- Gulf Cooperation Council Countries
- Other countries that provide resources to WFP operations globally

PRIVATE PARTNERSHIPS

- Corporations
- Philanthropy and Individual Fundraising
- Foundations

Next steps



Implementation of HQ organizational changes



Governance review of new organizational structure



Regional configuration review









Latest organisation structure with 5 Departments

