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ANNUAL MEETING
2021

GNC
Visioning
the Future

GNC Capacity development:

stepping back to look forward

GNC-Coordination Team (Anna Ziolkovska) &
GNC-Technical Alliance (Andi Kendle)

Agenda

1. Presentation of the current capacity development efforts in the GNC (15 min) – Anna Ziolkovska & Andi Kendle
2. Group work on the key milestones for the GNC capacity development framework for NiE, Coordination and IM (20 min)
3. Plenary feedback & next steps (15 min) – all groups

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Date: 22.06.2021



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Current capacity development efforts in the GNC

Competency Frameworks



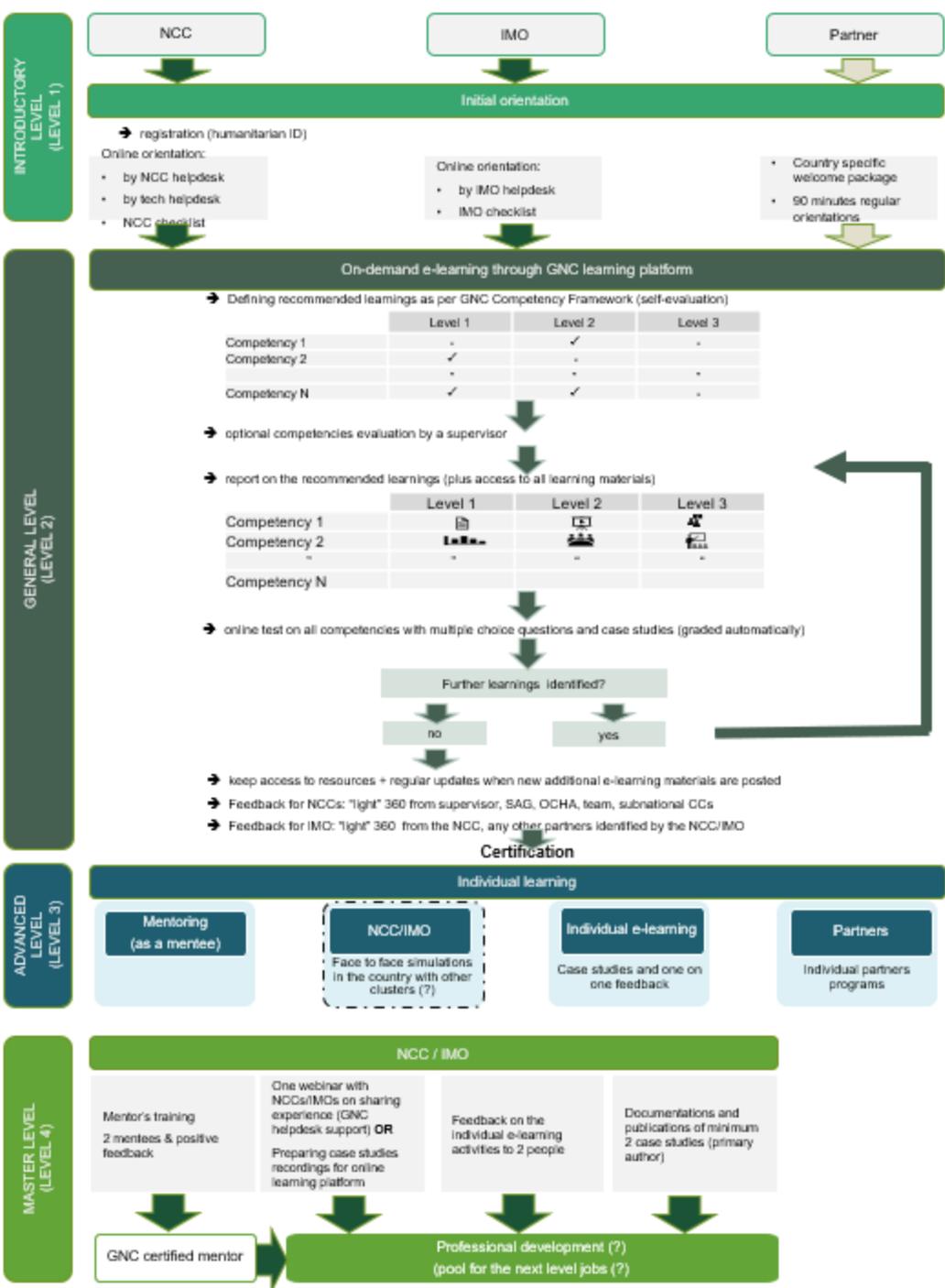
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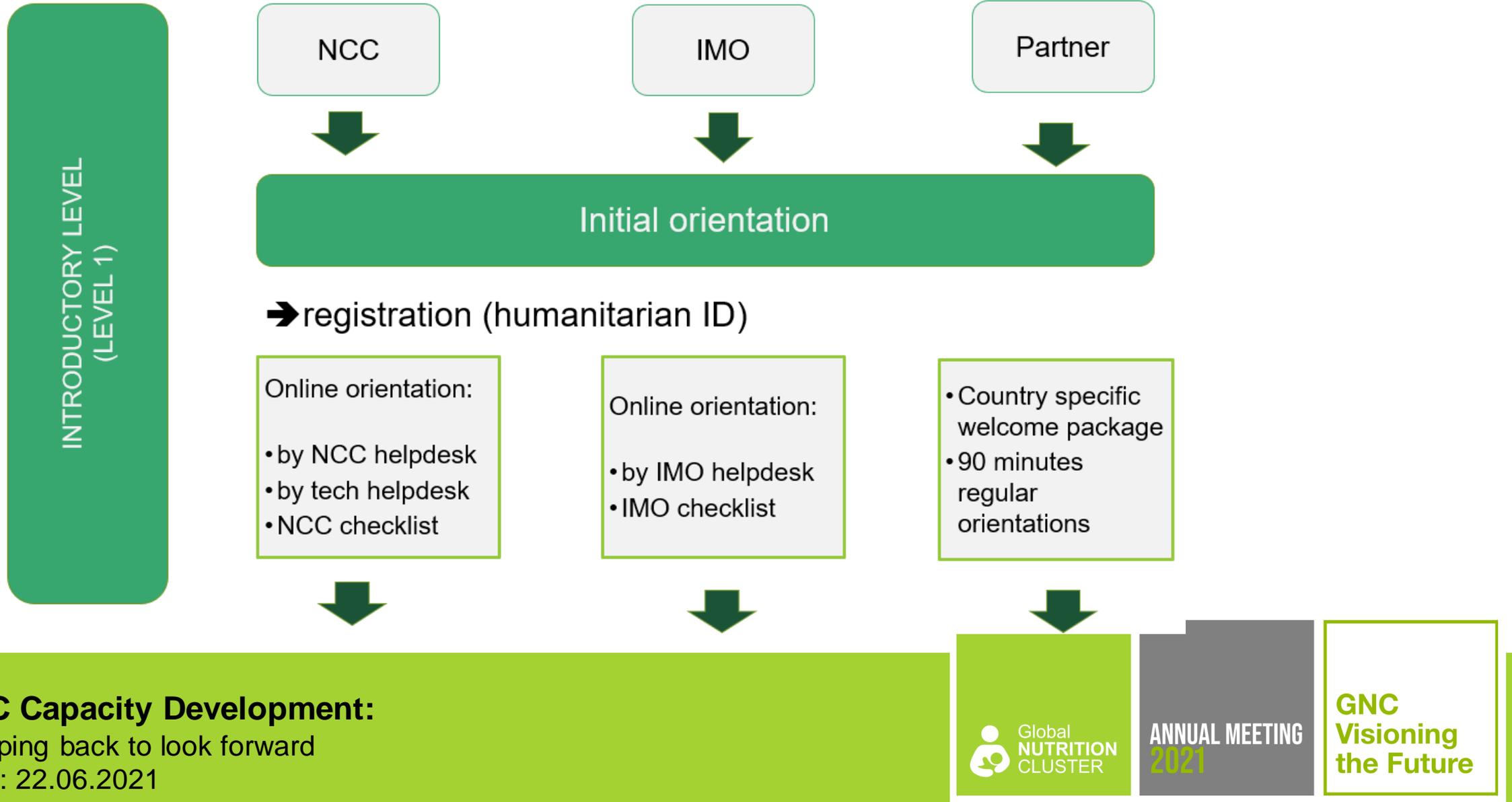
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GNC Capacity Development framework



Level 1 - introductory

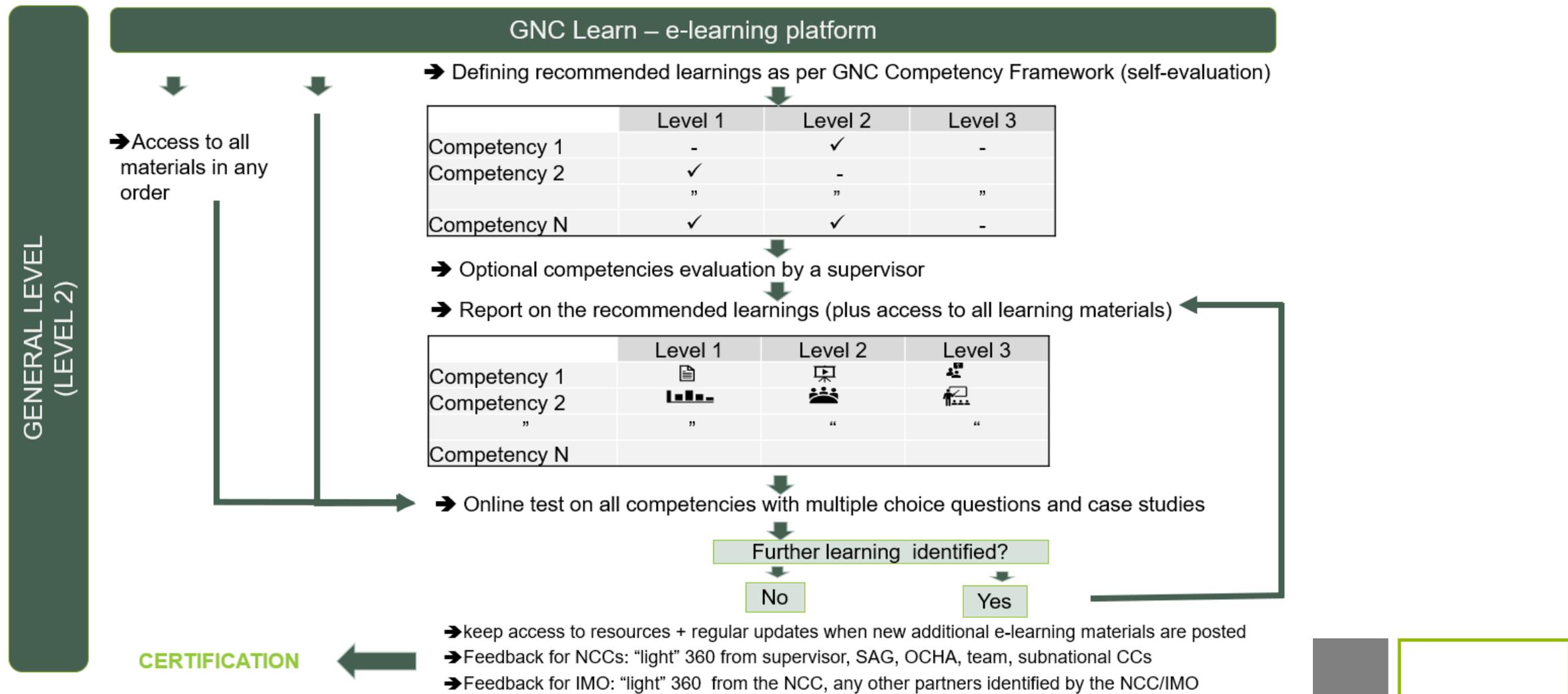


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Level 2 – e-learning



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A. Sectoral competencies

1. Applies humanitarian principles, standards and guidelines
2. Applies key Nutrition in Emergencies concepts and tools
3. Operates safely and securely

B. Common competencies

1. Demonstrates commitment to a coordinated response
2. Promotes cooperation and collaboration
3. Demonstrates accountability
4. Promotes inclusion

C. Functional competencies

1. Provides reliable support to the cluster
2. Collects relevant data
3. Handles, stores and manages data efficiently and sensitively
4. Communicates relevant data
5. Monitors the response
6. Strengthens national capacity to respond and lead

150 modules developed

D. Core behavioural competencies

1. Builds and maintains partnerships
2. Demonstrates self-awareness and ethical awareness
3. Drive to achieve results for impact
4. Innovates and embraces change
5. Manages ambiguity and complexity
6. Thinks and acts strategically
7. Works collaboratively with others
8. Nurtures, leads and manages people

Information Management E-Learning Modules

The information management e-learning modules aim to strengthen capacity in nutrition cluster information management. They are targeted at individuals and organisations with an interest in managing information for a nutrition response in a humanitarian context.

The e-learning modules are organised into six functional competencies, as described in the [Information Management Competency Framework](#). Additionally, they are broken down into three levels: Level 1 (Introductory), Level 2 (Intermediary) and Level 3 (Advanced). Learners can pick and choose the modules they wish to take, based on their interests and professional development goals.

Find Modules

Cluster Coordination E-Learning Modules

The cluster coordination e-learning modules aim to strengthen capacity in nutrition cluster coordination. They are targeted at individuals and organisations with an interest in coordinating a nutrition response in a humanitarian context.

The e-learning modules are organised into six functional competencies, as described in the [Cluster Coordination Competency Framework](#). Additionally, they are broken down into three levels: Level 1 (Introductory), Level 2 (Intermediary) and Level 3 (Advanced). Learners can pick and choose the modules they wish to take, based on their interests and professional development goals.

Find Modules



Key HR-related next steps (GNC Annual meeting)

Do we hire right people for right roles?

Do they have right skills?

How do we retain talent and avoid gaps?

NiE Competency Framework (Done)

Suggested NiE HR structure (key roles) at all levels

Standard job descriptions for key NiE-related roles at all levels

Annual country-level capacity mapping on NiE (key roles)

Minimum package of online basic training for key NiE roles

Manager-level HR guidance on succession planning & career path for their teams



Group work
on the key milestones
for the GNC capacity
development
framework



Group work (20 min)

1. **Rollout of the GNC e-learning** platform (incl. localization) – Anteneh Dobamo
2. **Revision of coordination and IM** components of the GNC CD framework – Anna Ziolkovska
3. **Key technical priority areas** for the joint NiE CD (key roles) – Megan Gayford
4. **Role of the GNC Technical Alliance** in the NiE CD – Colleen Emary
5. Discussions on the **draft NiE CD framework** – Andi Kendle

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Plenary feedback