



**External Publication of Job Posting**

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**Job Posting Title**

Director, Peace and Security

**Start Date**

22.08.2017

**End Date**

23.09.2017

**Reference Code**

PSDDIREC03

**Job Title**

Director, Peace and Security

**Organization**

The African Union, established as a unique Pan African continental body, is charged with spearheading Africa's rapid integration and sustainable development by promoting unity, solidarity, cohesion and cooperation among the peoples of Africa and African States as well as developing a new partnership worldwide. Its Headquarters is located in Addis Ababa, capital city of Ethiopia.

In seeking to achieve these objectives, the African Union intends to strengthen its capacity to deliver by, among others, the implementation of new organization structure and the filling of regular and short-term vacant posts.

The Commission of the African Union invites applicants who are citizens of Member States for the short-term post of Director, Peace and Security in the Department of Peace and Security of the African Union Commission.

Least Representative Countries:

Candidates from the following least represented countries at the African Union Commission are encouraged to apply: Angola, Central African Republic, Cape Verde, Comoros, Congo (DRC), Eritria Equatorial Guinea, Guinea (Rep), Guinea Bissau, Liberia, Madagascar, Namibia, Sahrawi Arab Republic, Sao Tome and Principe, Seychelles , Somalia and South Sudan.

**Department**

Job Title: Director, Peace and Security  
Grade: D1  
Supervisor: Commissioner for Peace and Security.  
Duty Station: Ethiopia, Addis Ababa

## **Tasks**

### Key Duties and Responsibilities

#### Strategic, political and operational advice and management

- i. Provide strategic advice on peace and security matters in Africa to the Commissioner for Peace and Security and the Chairperson of the African Union Commission
- ii. Contribute to the management of conflicts and crisis situations across the African Continent
- iii. Develop overarching strategies and provide political and strategic direction to African Union-led operations, including substantive guidance to those operations on policy and operational issues
- iv. Contribute to outreach of AU's peace and Security agenda
- v. To particularly oversee and ensure effective execution of activities of the AU Agenda 2063 Flagship projects in the field of Peace and Security

#### Political analysis with Peace and Security issues/challenges

- i. Identify, analyze and monitor developments and emerging issues with respect to the implementation of African Peace and Security Architecture and others African Union peace Instruments
- ii. Assess implications, make recommendations to the Commissioner for Peace and Security and to the African Union Leadership as well as Members of the Peace and Security Council of the African Union on possible strategies, policies and other measures to address issues of concern and to advance mandated and assigned objectives.
- iii. Provide strategic guidance to the components in the Peace and Security Department.

#### Reporting and Information Management

- i. Ensure regular, timely and high quality reporting to the African Union Leadership and the Peace and Security Council on developments and issues pertaining to the mandate.
- ii. Review inputs and reports of the Department to ensure synergy and complementarity in the implementation of the Union's mandate.
- iii. Develop and maintain collaborative relationships with all stakeholders involving in peace and security matters in Africa including the UN DPKO, DFS and other national and international partners on coordination and peace and security policy matters.

#### Planning, Coordination and Facilitation

- i. Liaising /Coordinating with the UN, RECs/RMs and other international organization on matters related to Peace and Security in Africa.
- ii. Ensure adequate support to relevant decision making organs on peace and security related matters / Coordinate and maintain good working relations with other Departments/Directorates/Offices of the Commission and other Agencies of the African Union;
- iii. Develop and maintain appropriate working relations with partners of the African Union, in the fields of Peace and Security.

#### Leadership and management responsibilities

- i. Ensure overall quality and timeliness of the services and solutions provided by the Department
- ii. Manage the Department, set goals and determine priorities, ensure a cohesive effort, reallocate resources as needed, appraise performance, promote and facilitate staff development and training, including ensuring compliance with mandatory training;
- iii. Act as Officer-in-Charge of the Department in the absence of the Commissioner, as appropriate.
- iv. Any other related assignments as may be assigned the Commissioner or the Leadership Team of the African Union.

#### General competencies required for the job

- i. Professionalism - Demonstrated in-depth understanding of peacekeeping operations; Substantial and

diverse experience in all facets of the job; Strong analytical and evaluative skills combined with good judgment; in-depth understanding of and an ability to evaluate international political situations; Excellent drafting and presentation skills; Shows pride in work and in achievements; Demonstrates professional competence and mastery of subject matter; Is conscientious and efficient in meeting commitments, observing deadlines and achieving results; Is motivated by professional rather than personal concerns; Shows persistence when faced with difficult problems or challenges; Remains calm in stressful situations; Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

ii. Communication - Speaks and writes clearly and effectively; Listens to others, correctly interprets messages from others and responds appropriately; Asks questions to clarify, and exhibits interest in having two-way communication; Tailors language, tone, style and format to match audience; Demonstrates openness in sharing information and keeping people informed.

iii. Accountability – Takes ownership of all responsibilities and honors commitments; Delivers outputs for which one has responsibility within prescribed time, cost and quality standards, operates in compliance with organizational rules and regulations, supports subordinates, provides oversight and takes responsibility for delegated assignments; Takes personal responsibility for his/her own shortcomings and those of work unit, where applicable.

iv. Judgement/Decision-making - Identifies the key issues in a complex situation, and comes to the heart of the problem quickly; Gathers relevant information before making a decision; Considers positive and negative impact on others and on the Organization; Proposes a course of action or makes a recommendation based on all available information; Checks assumptions against facts; Determines that the actions proposed will satisfy the expressed and underlying needs for the decision; Makes tough decisions when necessary.

v. Managing Performance – Delegates the appropriate responsibility, accountability and decision-making authority; makes sure that roles, responsibilities and reporting lines are clear to each staff member; accurately judges the amount of time and resources needed to accomplish a task and matches task to skills; Monitors progress against milestones and deadlines; regularly discusses performance and provides feedback and coaching to staff; Encourages risk-taking and supports creativity and initiative; Actively supports the development and career aspirations of staff; appraises performance fairly.

## **Requirements**

### Education

i. Advanced university degree (Masters or equivalent) in Political Science, International Relations, Social Science, Law or a related field. A first-level university degree in combination with two additional years of qualifying experience may be accepted in lieu of the advanced university degree.

ii. Work Experience - At least 15 years of progressively responsible experience in peace and security matters and operations, political affairs, diplomacy, conflict resolution, or related field is required. Extensive experience in political outreach, analysis, reporting and negotiation in an international setting is required. Experience managing a large team or office is required. Experience working in an international public system handling peace related field operation (inclusive of peacekeeping, political missions and UN agencies, funds, and programmes) -or similar international organization or non-governmental organization- in a conflict or post-conflict setting is required. Experience working in Africa on conflict-related issues is a must.

### Functional competencies required for the job

i. Budgeting and Financial Skills

ii. Communication and Supervisory Skill

iii. Policy Development and Drafting Skill

iv. Experience in resource mobilization and management of multiple partner projects

### Language Requirement:

Proficiency in one of the African Union working languages, proficiency of two or more in other of one or several other working language(s) would be an added value.

Tenure of Appointment:

The appointment will be made on a fixed term contract for a period of three (3) years, of which the first twelve months will be considered as a probationary period. Thereafter, the contract will be for a period of two years renewable, subject to satisfactory performance and deliverables.

Gender Mainstreaming:

The AU Commission is an equal opportunity employer and qualified women are strongly encouraged to apply.

Remuneration:

Indicative basic salary of US\$ 73,646.00 (D1 Step 1) per annum plus other related entitlements e.g. Post adjustment (46% of basic salary), Housing allowance US\$ 16,819.20 per annum), education allowance (75% of tuition and other education related expenses for every eligible dependent up to a maximum of US\$7,800.00 per child per annum), etc for internationally recruited staff of the Commission.

How to Apply

Applications must be made through the AUC E-recruitment Website  
<http://www.aucareers.org> not later than 23 September 2017.

**Contract Type**

Regular (Long Duration)

**Employment Fraction**

Full-time

**Branch**

Headquarters