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**External Publication of Job Posting**

**50303928**

**Job Posting Title**

Head Training and Capacity Building Division

**Start Date**

28.08.2017

**End Date**

29.09.2017

**Reference Code**

HTCBDAPOL03

**Job Title**

Head Training and Capacity Building Division

**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.

In seeking to achieve these objectives, the African Union Mechanism for Police Cooperation (AFRIPOL) is established as a technical Institution of the Union for the mechanism for police cooperation for Member States of the Union. Filling of vacant posts in the organizational structure is key to achieving the mandate of AFRIPOL.

Whereas it is understood that Member States apply and follow different standards in policing, it is recognised that there is need to provide standardised specialised training to national police agencies in order to ease police operations both in combating transnational organized crime and also in AU-led peace support operations. The Commission of the African Union (AU), therefore, invites applicants who are citizens of AU Member States, for the post of Head Training and Capacity Building Division at the AFRIPOL Secretariat.

**Department**

Post

Job Title: Head Training and Capacity Building Division

Grade: P5

Supervisor: Director of AFRIPOL

Duty Station: Algiers, Algeria

## **Project**

Job Purpose:

Enhanced technical and operational the capacities of police agencies in the Member States is key to the effective delivery of AFRIPOL's mandate of promoting cooperation among AU Member States. It is noted that a complete learning/training cycle includes; needs analysis, design, implementation/delivery, and evaluation.

## **Tasks**

Major Duties and Responsibilities:

As Head of the Training and Capacity Building Division, the incumbent will be responsible for the following:

- Conduct surveys and engage in training needs analysis to identify training gaps
- Design specialized operational training courses for enhanced cooperation specific crime areas, including terrorism, drug trafficking, arms trafficking, environmental crimes, human trafficking etc.
- Equip Police Agencies in the Member States with both generic and specialised knowledge and skills to meet emerging policing challenges. The training will also aim at bridging the gaps between skills needed for national and those needed for regional/international policing. This is essential for joint operations to combat transnational organised crime and terrorism.
- Design training for investigative support tools, such as forensic and ballistic techniques.
- Develop training annual training plans and catalogues
- Liaise with INTERPOL General Secretariat and the Regional Training Officers of the INTERPOL Regional Bureaus for training for the AFRIPOL National Liaison Offices.
- Develop parameters for the establishment of African centres of excellence for targeted Police training programs adapted to the realities of the African context, in conformity to Article 3 of the AFRIPOL Statute.
- Establish forums for sharing of knowledge and best practice between police agencies of the Member States.
- Coordinate with the Police Strategic Support Group (PSSG), in the Peace and Security Department, in the African Union Commission, on the training of police units for deployment as part of the African Standby Force. The main objective of the training is to standardize skills and approaches of the different police units during Peace Support Operations.
- The training programs should cover all aspects of policing, among others, counterterrorism, crowd control, counter-narcotics and collecting and communicating / sharing intelligence.
- Identify and contract competent training facilitators to deliver trainings
- Conduct periodic training evaluations and prepare annual training reports – highlighting success and lessons learned.

## **Requirements**

1. Educational Qualifications and Work Experience Required:

- University Master's Degree in in Law Enforcement studies, National Security Studies, Policing, Intelligence Analysis, Peace & Security or equivalent with 12 years of experiences out of which 7 years of managerial level or progressive experience in training in the area of crime prevention and conflict management.

OR

- University Bachelor Degree in in Law Enforcement studies, National Security Studies, Policing, Intelligence Analysis, Peace & Security or equivalent with 15 years of experiences out of which 5 years of managerial level or progressive experience in training in the area of crime prevention and conflict management.

2. Required Skills and Competencies:

- Writing skills is a requirement.
- Experience with an international organization is desirable.
- Leadership abilities and management experience;
- Ability to work within a multicultural environment;
- Computer literacy;
- Strong analytical skills;
- Good planning and organizational skills.

3. Language requirements

Proficiency in one of the African Union working languages (Arabic, English, French and Portuguese) is required. Knowledge of one or more of the other AU working languages would be an added advantage.

4. Tenure of appointment

The appointment will be made on a regular contract for a period of three (3) years, of which the first twelve (12) months will be considered as a probationary period. Thereafter, the contract will be for a period of two (2) years renewable, subject to satisfactory performance.

5. Equal Opportunities:

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

Remuneration

Indicative basic salary for this position is US\$ 47,829 (P5 Step 1) per annum plus other related entitlements such as post adjustment (40% of basic salary), Housing allowance US\$ 21,196.80 (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 29th September 2017.

Applications are pre-screened by the system according to the published requirements of the job opening on the basis of the information provided in the application. In relation to the requirements of the job opening, applicants must provide complete and accurate information pertaining to their qualifications, including their education, work experience, and language skills. Each applicant must bear in mind that submission of incomplete or inaccurate applications may render that applicant ineligible for consideration for the job opening. Initial screening and evaluation of applications will be conducted on the basis of the information submitted. Applications cannot be amended following submission. Candidates under serious consideration for selection will be subject to a reference-checking process to verify the information provided in the application.

Directorate of Administration and Human Resource Management  
African Union Commission

Addis Ababa (Ethiopia)

***Contract Type***

Regular (Long Duration)

***Employment Fraction***

Full-time

***Branch***

AFRIPOL, Algiers