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**External Publication of Job Posting**

**50362658**

**Job Posting Title**

Head Crisis Management and Post – Conflict Reconstruction Division (CMPCRD)

**Start Date**

30.01.2018

**End Date**

13.02.2018

**Reference Code**

201801303

**Job Title**

Head Crisis Management and Post – Conflict Reconstruction Division (CMPCRD)

**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 new partnerships for the promotion of global peace and security. In seeking to achieve this objective, the African Union intends to strengthen its capacity to deliver by, among others, the implementation of a new organizational structure of the Peace and Security Department, inspired by the African Peace and Security Architecture (APSA) which includes the Crisis Management and Post-Conflict Reconstruction Division (CMPCRD), the Peace Support Operations Division (PSOD), Defense and Security Division (DSD), Conflict Prevention and Early Warning Division, and the Peace and Security Council Secretariat (PSCS), each playing a special role in supporting the Peace and Security Directorate.

The Crisis Management and Post-Conflict Reconstruction Division (CMPCRD) will undertake initiatives aimed at managing crises the outbreak or escalation of conflicts within or between AU Member States, and coordinating the implementation of the African Union policy on Post-Conflict Reconstruction and Development. The Division It will provide institutional and technical support and capacity for enhancing AU peace and security initiatives, including facilitating and backstopping crises management and post-conflict reconstruction efforts, either by the AU and its member States or in collaboration with other stakeholders who share the AU vision for a peaceful, secured, stable, prosperous and developed continent. It will be the Division's responsibility to ensure the adoption of practical, action-oriented initiatives for managing all types of crises and conflicts in Africa, in order to create a conducive climate for realising the economic, social and political stability and development on the continent. In addition, the Division will work to ensure that the principles of African leadership; national and local ownership; inclusiveness, equity and non-discrimination; cooperation and coherence, and capacity building for sustainability constitute the basic values and standards that inform the action across all post-conflict reconstruction activities and programmes.

In this context, the CMPCRD will provide support to the other Divisions as well as AU Envoys, Special Representatives, AU Field Missions, Regional Economic Communities (RECs) and Regional Mechanisms (RMs) and other initiatives relating to peacemaking and peace building and crisis/conflict management

processes, the United Nations and its agencies, international organisations as well as civil society organisations in the promotion peace and security on the continent.

### ***Department***

Job title: Head Crisis Management and Post – Conflict Reconstruction  
Division (CMPCRD)  
Grade: P5  
Supervisor: Director, Peace and Security  
Directorate: Peace and Security  
Duty Station: Addis Ababa, Ethiopia  
Number of Positions: 1

### ***Tasks***

Under the direct supervision of the Director, Peace and Security Department (PSD), the Head of the Conflict Prevention and Early Warning Division will be responsible for the following duties:

- Monitor political and related developments on the continent in order to advise the leadership of the Peace and Security Department on strategic action and initiatives designed to prevent situations of conflict and propose appropriate policies/responses and methods of resolving conflicts;
- Ensure implementation and follow-up on annual work plans decisions of the Division and keep the Director PSD, informed of all developments related to peace and security initiatives for consideration and appropriate action;
- plan, coordinate and fully implement all aspects of programmed activities of the Division as outlined in the various instruments and policy decisions of the AU Missions mandated by the Peace and Security Council;
- Ensure the preparation of comprehensive periodic reports and documents as may be required to enable the leadership of the Commission, Peace and Security Council and its subsidiary bodies to perform their functions as provided for in the Protocol of the Peace and Security Council effectively;
- Coordinate resource mobilization strategies with the Director, PSD and ensure that all programmes for capacity building in conflict prevention and early warning are implemented steadily and successfully;
- Manage and supervise the day-to-day activities in the planning of work programme of Officers and Consultants in the Division;
- oversee and coordinate outreach programmes and publications within the Department;
- Perform any other tasks as may be directed by the supervisors.

### ***Requirements***

1. Qualifications and Experience Required

Must have a University Masters Degree in Political Sciences, International Relations, Peace and Conflict Studies or any related Social Sciences. Higher qualification will be add advantage.

#### 4. Professional experience required:

Must have at least ten (10) years' of progressive working experience in the area of International Relations, Peace and Security and Humanitarian activities/organisations, plus three (3) years in managerial position, Crisis Management, as well as Peace and Conflict analyses.

#### 5. Other relevant skills

- Must have experience in crisis management and post-conflict environment, especially in the African setting;
- Must have good knowledge of the African context and thorough knowledge of the AU Post-Conflict Reconstruction and Development Policy;
- Must have proven track record of good report writing and oral communication abilities;
- Must have the ability to provide leadership in successfully managing crises and facilitating post-conflict processes with major stakeholders, including governments, development partners and international and national civil society organisations;
- Must have the ability to effectively manage and direct the work of teams of professional, senior and experienced analysts and regional officers;
- Must have initiative and be creative as well as have the capacity to work under pressure.
- Must be computer literate, and versed in the use of Power Point, Excel and Word.

## 7. Language requirement

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

## 8. Tenure of Appointment:

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

Candidates from the following least represented countries are encouraged to apply: Eritria, Central African Republic, Cape Verde, Comoros, Congo (DRC), Djibouti, Equatorial Guinea, Liberia, Mauritania, Namibia, Sahrawi Arab Republic, Sao Tome and Principe, Seychelles and Somalia.

## 9. Gender Mainstreaming:

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

10. Remuneration: Indicative basic salary of US\$50,746.00 (P5 Step 1) per annum plus other related entitlements e.g. Post adjustment (46% of basic salary), Housing allowance US\$26,208.00 , education allowance (100% of tuition and other education related expenses for every eligible dependent up to a maximum of US\$10,000.00 per child per annum), etc for internationally recruited staff of the Commission.

Applications must be made through the AUC E-recruitment Website <http://www.aucareers.org> not later than 13th February 2018.

Directorate of Administration and Human Resource Management

African Union Commission

***Contract Type***

Regular (Long Duration)

***Employment Fraction***

Full-time

***Branch***

Headquarters