



External Publication of Job Posting

50609204

Job Posting Title

HEAD, POLICY, PLANNING AND STRATEGIES DIVISION

Start Date

04.02.2019

End Date

08.03.2019

Reference Code

IE201902043

Job Title

Head, Policy, Planning and Strategies 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. Its Headquarters is located at Addis Ababa, capital city of Ethiopia.

In seeking to achieve these objectives, the African Union intends to strengthen its capacity to deliver, by amongst others, the implementation of new organization structure and the filling of all vacant posts.

The Commission of the African Union invites applicants who are citizens of Member States to apply for the position of Head of Division – Energy Policy, Planning and Strategy within the African Energy Commission (AFREC) in Algiers, Algeria.

Department

Job title: Head, Policy, Planning and Strategies Division

Post level: P5

Supervisor: Director/AFREC

Department: African Energy Commission (AFREC)

Duty Station: Algiers, Algeria

Number of Position: 1

Tasks

Under the general guidance of the Executive Director, and within delegated authority, the incumbent will perform the following duties:

- Designing and coordinating formulation strategies and policies for improving the energy sector in the Member States that is consistent with the Commission's overall mission, goals, and objectives;
- Coordinating the implementation of continental energy policies, strategies and implementation planning through close collaboration with African Member States, Regional Economic Communities (RECs) and other Continental and International organizations;
- Supervising and managing the AFREC's programmes on Renewable Energies, bioenergy, Energy Efficiency, oil & gas, Regional Energy Project facilitation, climate change Mitigation among others energy programmes;
- Conducting and coordinating research, studies and analysis of African energy sector on issues of interest to African Member States, RECs and others regional and continental African institutions ;
- Supervising and guiding the staff working on energy matters and data analysis of the African energy sector;
- Coordinating the partnership with AFREC's stakeholders from within African Member States, Regional Economic Communities (RECs), Regional Power Pools (RPPs), other intergovernmental organizations, NGOs, public and private sectors, Regional and International institutions in designing and implementing the strategies and undertaking the relevant activities;
- Carrying out analysis to African Energy Sector based on Africa Energy Database collect by AFREC annually and proposing new policies and action plan accordingly;
- Planning and implementing technical, financial and human supports to AFREC and African Member States from development partners, governments, foundations, private sector, donors and other international institutions;
- Represent AFREC at conferences, intergovernmental meetings, professional seminars, and similar events; explain AFREC's position and perspectives on energy issues and work being undertaken at AFREC and its relevance.

Requirements

1- Required Skills and Competencies

- a) **Professionalism:** The incumbent is required to possess a high degree of competence in both substantive and managerial matters related to the post. The incumbent must possess a demonstrated ability to initiate and promote collaborative approaches and implementing joint activities by geographically and culturally disparate partners.
- b) **Communication:** Effective communication skills (spoken, written, and presentational), including ability to defend and explain difficult issues and positions to staff and senior officials; Strong conceptual skills and openness to information sharing.
- c) **Teamwork:** Ability to establish and maintain effective partnerships and working relations both internally and externally in a multi-cultural, multi-ethnic environment, with sensitivity and respect for diversity, including gender balance.
- d) **Planning and Organization:** Ability to develop clear program goals that are consistent with agreed strategies; Ability to identify priority activities and to appropriately delegate, monitor and adjust plans and actions.
- e) **Leadership:** Capacity to develop proactive policies and strategies to accomplish objectives and drives for change and improvement; ability to empower others to translate vision into results; ability to effectively lead, supervise, mentor, develop and evaluate staff; ability to lead a team in interdisciplinary effort as well as management and organizational skills are essential.
- f) **Vision:** Capacity to identify strategic issues and opportunities as well as risks. Clearly communicates links between the African Union strategies and the AFREC's goals in energy. Establishes and maintains

effective partnerships.

2- Qualifications and Work Experience required:

A University Master's Degree in any of Energy fields, with twelve (12) years of relevant progressive work experience of which seven (7) years should have been at managerial level in an international organization dealing with energy issues.

OR

A University Bachelor Degree in any of Energy fields, with a minimum of fifteen (15) years of relevant progressive work experience of which five (5) years should have been at managerial level in an international organization dealing with energy issues.

Proven experience energy policy formulation and strategy designing. Experience in international organization is desirable, as is knowledge of energy issues in the African countries and intergovernmental efforts to link the energy and socioeconomic policy agendas.

3- Language Requirement:

Applicants must be proficient in English or French. Advanced Knowledge of one more or several other working languages would be an added advantage.

4- Tenure of Appointment:

The Appointment will be made on a regular term contract, in the first instance on a fixed-term contract for a period of three (3) years, the first twelve (12) months of which shall be considered probationary period and thereafter for renewable periods every two years subject to good performance and deliverables.

5- Gender Mainstreaming:

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

6- Least Represented Countries

Algeria, South Africa, Morocco, Angola, Ghana, Congo (DRC), Equatorial Guinea, South Sudan, Namibia, Mali, Madagascar, Guinea-Conakry, Cape Verde, Central African Rep., Seychelles, Somalia, GuineaBissau, Saharawi Arab D.R., Comoros, Sao Tome and Principe.

7- Remuneration:

Indicative basic salary of US\$ 50,746 (P5 Step 1) per annum plus other related entitlements e.g. Post adjustment 48% of basic salary, Housing allowance \$ 23,544.00 per annum and 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 and \$3,300 per child per annum for locally recruited staff of the Commission.

The applications must be made through the AUC E-recruitment Website <http://www.aucareers.org> not later than 8 March 2019-

To apply for these vacancies, candidates are required to submit the following:

1. Attach detailed and updated curriculum vitae/resume including three (3) referees with good knowledge

of candidate's work, please, provide referees' contact details – telephone and e-mail addresses.

2. Copy of valid passport.

3. Certified copies of educational qualifications – degrees, diplomas and certificates, where applicable (Not more than 5 Documents in PDF Format, and not exceeding 1 MB).

Directorate of Administration and Human Resource Management
African Union Commission
Addis Ababa (Ethiopia)

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Contract Type

Regular (Long Duration)

Employment Fraction

Full-time

Branch

AFREC, Algiers