



External Publication of Job Posting

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Job Posting Title

CHIEF SCIENCE OFFICER

Start Date

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Reference Code

30005574 - 03

Job Title

CHIEF SCIENCE OFFICER

Organization

1. Background:

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.

The Africa Centres for Disease Control and Prevention (Africa CDC) was officially launched in Addis Ababa, Ethiopia, on January 31, 2017. The Africa CDC is Africa's first continent-wide public health agency and envisions a safer, healthier, integrated and stronger Africa, where Member States are capable of effectively responding to outbreaks of infectious diseases and other public health threats. The agency mission is to strengthen Africa's public health institutions' capabilities to detect and respond quickly and effectively to disease outbreaks and other health burdens through an integrated network of continent-wide preparedness and response, surveillance, laboratory, and research programmes.

Towards meeting its' mission, the Africa CDC will work with African Union member States, WHO, and partners in the five geographic sub-regions of Africa to strengthen their capacity in five strategic priority areas: (1) public health surveillance and disease intelligence; (2) public health emergency preparedness and response; (3) public health laboratory systems and networks; (4) public health information and technology systems; and (5) public health research and public health institutes. The guiding principles of the Africa CDC include Leadership, Management, Finance, Workforce, Partnership and Innovation.

In seeking to achieve this objective, the African Union intends to strengthen its capacity to deliver by, among others, the reinforcement of its organizational structure and expertise. The Commission of the African Union invites applicants who are citizens of Member States to apply for the position of Chief Science Officer.

Department

2. Post

Job title: Chief Science Officer
Grade: P5
Department: Africa CDC
Supervisor: Director, Africa CDC
Duty Station: Addis Ababa, Ethiopia
Number of Post: 1

Project

3. Job Purpose:

The Chief Science Officer serves as the principal scientific advisor to the Director on policies, activities and operations in the technical management of agency activities and programs. The Chief Science Officer participates with the Director and fully shares in the responsibility for planning, monitoring and evaluating agency scientific activities.

The Chief Science Officer is responsible for establishing the ethical and technical frameworks and procedures under-pinning the scientific activities of the agency, advising other agency leaders on integrating these frameworks and processes into activities and programmes and facilitating related staff training and compliance to established scientific protocols.

Tasks

4. Major Duties and Responsibilities:

The Chief Science Officer shall:

- a) Draw on personal knowledge and expertise in the technical management of public health medical/scientific programs to establish overall guidelines and policies and to develop basic recommendations for research studies and analyses. Consult on, monitor, and measure the outcome of these programs through studies which evaluate the effectiveness of project activities in meeting the needs of the agency;
- b) Provide the Director and Deputy Director with recommendations to improve and/or overcome shortfalls and deficiencies, and formulate alternative courses of action for the solution of complex cross-cutting scientific and technical issues. Recommendations are typically precedent setting and affect internal and external program activities;
- c) Serve as a leading authority and integrate knowledge and experience of public health medical/scientific programs and policies to provide guidance on cross-cutting procedural and multi-layered and multi-faceted policy issues to other components of the agency and external partners. Resolve problems, modify procedures, develop and interpret complex policies to meet new and novel conditions and defend public health policies before representatives of other public health partners, including governmental and non-governmental agencies, private industry, academia and the scientific community;
- d) Provide medical/scientific advice and assistance in the development and implementation of procedures, methods and strategies for partnering with other nations and global institutions to create health systems that gather information and provide rapid response to infectious and non-infectious health threats;
- e) Oversee the implementation of, and provides guidance for, cross-cutting operational, translational, and capacity-development research that is linked to outcomes and outputs. Meet with headquarters and RCC staff as well as partners to provide examples, methods, training, advice, guidance as well as scientific and editorial support for such research;
- f) Provide expert medical, technical, and scientific advice to the professional and technical staff of the agency in the planning, conduct, implementation, analysis, and publication of applied scientific projects, including those measuring population impact, improving population impact, best practices, and program evaluation of public health programs;
- g) Establish the Africa CDC Institutional Review Board (IRB) and facilitate staff training and related compliance to international IRB standards. Facilitate linkages to other IRB's for mentorship and information-seeking purposes. Provide advice on human subject protection and links to the agency institutional review board as well as other appropriate institutional review boards;

- h) Identify and respond to ethical issues in both the scientific and programmatic aspects of the agency. Meet with staff at headquarters and Regional Collaborating Centre (RCC) offices, as well as external partners, to understand ethical challenges and to provide frameworks and tools for resolving them;
- i) Develop, coordinate and collaborate on the development and implementation of remote-learning and sharing of health-related educational or informational materials to promote scientific research and sharing of medical/scientific advice and assistance across Africa CDC public health networks;
- j) Serve on review committees, study groups, public health task groups, or comparable groups delegated responsibility for reviewing and developing public health medical/scientific policies, procedures and guidelines as they relate to programs;
- k) Participate in project and program evaluations and assuring that periodic agency reviews are accurate and timely reviews the progress of projects and programs. Develop, recommend and/or approve modifications to project activities. Work closely with Secretariat leadership, Division and RCC Directors to redirect the program when adjustments or definition of agency goals change;
- l) Independently review reports, scientific papers, memoranda, and other similar materials for the purposes of providing written recommendations concerning these scientific issues. Provide the Office of the Director with replies to inquiries received for information on specific issues and programs of the agency.
- m) Perform other duties as assigned.

Requirements

5. Qualification and Work Experience Required:

A University Master's Degree in a relevant discipline such as, but not limited to, public health, epidemiology, health-services research, health outcomes research, biostatistics, and environmental science or decision sciences With 12 years of progressively practical experience in public health research and epidemiology, out of which 7 years of experience at a specialist/expertise level.

OR

A University Bachelor's Degree in a relevant discipline such as, but not limited to, public health, epidemiology, health-services research, health outcomes research, biostatistics, environmental science or decision science and must have at least 15 years of experience out of which 5 at a managerial level.

- A further advanced degree in medicine, public health sciences or another health discipline and a certificate/diploma in public health is preferred and will be an added advantage. Further experience requirements are as follows:
 - a. Strong scientific management and technical expertise related to all applicable functional areas;
 - b. Expert knowledge and relevant experience in management of epidemiology, health services or outcomes research within a government agency or academic institution or research organization within a public health context. Applicable and relevant private-sector experience within a research organization or life-sciences company will also be considered;
 - c. Demonstrated expertise in the scientific administration of public health and/or clinical outcomes research (such as, but not limited to, retrospective or prospective case-control and cohort studies, observational studies, clinical-economic modeling and analysis, /meta-analysis), including interpreting statistical analysis and reporting of research outcomes is required;
 - n) Record of high quality, peer-reviewed epidemiology and/or outcomes research publications is required. Experience in training and mentoring staff in the peer-review publication process is highly desirable;
 - a. Experience in leading public health, epidemiology and outcomes research in different geographic regions, particularly in Africa, is highly desirable;
 - b. Broad experience in collaborating with research and program partners and in managing multiple tasks and complex projects is expected;
 - c. Demonstrated experience and proven ability to effectively serve and represent organizational scientific interests as a member of a scientific review committee, study group, public health task group, or comparable groups delegated responsibility for reviewing and developing public health scientific policies, procedures and guidelines;

d. Familiarity and practical experience with implementing public health research and programs linked to One Health strategies.

6. Required Knowledge and Understanding:

- Mastery of the theories, concepts, principles, practices, methods and techniques of public health program administration and other aspects of the field of public health in order to resolve especially difficult and critical questions, problems and issues that may not be resolved by traditional methods;
- Mastery of a wide range of qualitative and/or quantitative methods for the assessment and improvement of program effectiveness or the improvement of complex management processes and systems;
- Expert knowledge and understanding of scientific administration applied to the development of public health guidelines, policy, basic science and operational research and related peer-review publications.
- Expert knowledge of the principles, concepts, methods and techniques used in the field of international/national public health in order to analyze, evaluate and provide expert advice and consultation in planning, developing and enhancing scientific research and program delivery;
- Comprehensive knowledge of strategic planning and evaluation processes.

7. Functional Skills and Personal Abilities:

- Ability to manage complex operations and teams; ability to apply effective leadership and interpersonal skills through use of strategic thinking, team and project leadership and oversight, decision-making skills and personnel development, including proven skills in supervision, team building, and motivating and developing people;
- Ability to identify and quantify requirements to support public health initiatives;
- Ability to communicate effectively both orally and by writing to specific audiences, including scientific justification of research and programs, concept notes, briefs, presentations, reports and other requirements;
- Excellent analytical and problem solving skills and abilities;
- Proven ability to work collaboratively and lead effectively in a multicultural and cross-functional team environment;
- Excellent ability to effectively manage diplomatic, representational and interpersonal relationships;
- Highly organized and detail oriented. Ability to create and execute project plans and adjust priorities by demonstrating creativity, flexibility and sound judgement in resolving novel and complex situation;
- Demonstrated ability with regard to computer skills, including office administration and statistical software applications and online digital information systems.

8. Language Requirement:

Proficiency in at least one of the African Union working languages (English, French, Arabic, Portuguese); knowledge of other working languages would be an added advantage.

9. Tenure of Appointment:

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

10. Gender Mainstreaming:

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

11. Least Representative Countries :

Candidates from the following least represented countries are encouraged to apply: Algeria, Angola, Cape Verde, Central African Rep. , Comoros, Congo (DRC), Egypt, Equatorial Guinea, Eritrea, Eswatini, Ghana, Guinea, Libya, Madagascar, Mali, Morocco, Namibia, Saharawi Arab D.R. , Sao Tome and Principe, Seychelles, Somalia, South Africa and South Sudan

12. 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 \$ 26,208.00 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), for internationally recruited staff and a maximum of \$3,300 per child per annum for locally recruited staff.

How to apply

Applications must be made through the AUC E-recruitment Website
<http://www.aucareers.org> no later than 18 November 2019.

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).
4. Please be aware that only complete applications will be considered.
5. Please note that only shortlisted candidates will be contacted

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

Contract Type

Regular (Long Duration)

Employment Fraction

Full-time

Branch

Headquarters