



External Publication of Job Posting

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Job Posting Title

HEAD, TRAINING AND EQUIPMENT UNIT

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16.01.2020

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10001172 -03

Job Title

HEAD, TRAINING AND EQUIPMENT UNIT

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 regular post of Head, Training and Equipment Unit (P3) within the Department of Peace and Security (African Centre for the Study and Research on Terrorism (ACSRT), Algiers, Algeria).

Department

1. Post

Job Title: Head, Training and Equipment Unit

Grade: (P3)

Supervisor: Director, ACSRT

Duty Station: Algiers, Algeria

Department: Peace and Security Department

Number of

Posts: 01

Tasks

2. Main Duties and Responsibilities:

Under a direct supervision of Director the incumbent shall be responsible for following duties and responsibilities:

- Provide leadership for the Training and Equipment Unit and supervise the Training and Equipment specialists for effective delivery and performance;
- Conduct an annual training needs assessment on all AU Member States in conjunction with ACSRT Focal points to clearly identify existing gaps and the areas in which training is required;
- The Design, Planning, Preparation and Conduct of all training to be carried out by the ACSRT or in conjunction with Member States or partners including Peace Support Operations pre-deployment training on Counter-Terrorism and PCVE;
- Liaison with the Researchers and Analysts of the Centre in order to factor the Tactics, Techniques and Procedures (TTPs) of terrorist/ violent extremist groups into the training initiatives of the Centre;
- Advise on equipment suitability for response to the evolving threat of terrorism and Violent extremism;
- The Organization of courses, workshops, seminars, symposia and other training/educational programs for enhancing the capacity of Member States and Regional Mechanisms in the prevention and combating of terrorism in Africa;
- Propose innovative strategies for the effective conduct of training that reflect the changing status of the threat of terrorism and violent extremism at the national, regional and continental levels;
- Monitoring and evaluation of the implementation of the Centre's training programs, and the preparation and submission of reports thereof;
- Carry out any other related responsibilities that may be assigned by the supervisor;

Requirements

3. Qualification and work experience required

The following qualifications and experiences are required:

- A Master's degree in Monitoring and Evaluation, Political Science, Business Administration, Economics, Law, Peace and Security related studies, or other Social Science related fields.
- At least seven years' of progressively responsible experience in training, in which three years should have been at supervisory level or head of training department in a research, academic or government institution, Military or Law Enforcement Senior Staff College, international organization, think tank, Centre of excellence or similar institution

OR A Bachelor's degree plus 10 years' experience, out of which five years should have been at supervisory level or head of training department/ in a research, academic or government institution, Military or Law Enforcement Senior Staff College, international organization, think tank, Centre of excellence or similar institution

A higher qualification and experience would be an added advantage.

4. Other Relevant Skills and Competencies Skills

- Ability to provide the leadership required to enable the unit successfully conduct training on terrorism and Violent Extremism in Africa;
- Proven track record of conducting training, monitoring and evaluating training;
- Good report writing, oral communication and presentation skills;

- Professional competence to effectively manage and direct the work of teams of professional training specialists;
- Excellent skills in the designing, planning, preparation and implementing of training programs for Military/Security/Law Enforcement personnel.
- Knowledge of scheduling software and electronic planning tools such as Microsoft project planner
- Ability to work under pressure and meet deadlines
- Excellent Critical Thinking skills and an aptitude for Attention to Detail
- Excellent Numerical and Analytical Skills

5. Language Requirement:

Proficiency in one of the African Union working languages. Knowledge of one or several other working languages would be an added advantage.

6. Tenure of Appointment:

The appointment will be made on a regular 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.

7. Least Represented 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

8. Gender Mainstreaming:

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

9. Remuneration:

Indicative basic salary of US\$ 37,453.00 (P3 Step 1) per annum plus other related entitlements e.g. Post adjustment (48% of basic salary), Housing allowance US\$ 18,547.20 per annum, 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 and a maximum of US\$ 3,300.00 per child per annum for every eligible dependent for national and locally recruited staff.

Applications must be made through the AUC E-recruitment Website <http://www.aucareers.org> not later than 17th February 2020.

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

- Please be aware that only complete applications will be considered.
- 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

ACSRT, Algiers