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Job Posting Title

HEAD OF POPULATION AND SOCIAL STATISTICS DIVISION

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STATAFRIC / 03 / 03

Job Title

HEAD OF POPULATION AND SOCIAL STATISTICS DIVISION

Organization

The African Union (AU), 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.

Reference to the the AU Head of States and Government decision (Assembly/AU/Dec.462 (XX)) during their Ordinary Session in January 2013, in Addis Ababa, Ethiopia, on the creation of the African Union Institute for Statistics (STATAFRIC) that will be based in Tunis, Republic of Tunisia and the importance of its role in promoting the production of official statistics of the African Union mainly by collecting, harmonizing and aggregating data published by the National Statistics Offices/Institutes of African Union member states in order to shed light on the decisions of African institutions and educate African citizens accordingly.

The mandate of STATAFRIC is to lead in the provision and promotion of harmonised quality statistical information and good practice in support and monitoring of the implementation of the African Integration and Development Agenda.

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 AU Member States to apply for the post of Head of Population and Social Statistics Division within STATAFRIC in Tunis, Tunisia.

Department

1. Post:

Title: Head of Population and Social Statistics Division
Grade: P5
Department: STATAFRIC
Supervisor: Executive Director
Duty station: Tunis, Tunisia
Number of Position: 1

Project

2. Job purpose:

To facilitate the formulation and implementation of policies, strategies, and programmes in the area of population and social statistics entailing development of harmonized, quality and accurate data in order to assist Member States of the African Union in their efforts to promote the development and modernization of the national statistical systems with a view to achieving harmonious and integrated development of the continent.

Tasks

3. Major Duties and Responsibilities:

Under the general guidance of the Executive Director of STATAFRIC, the incumbent will perform the following duties:

- i) Facilitate the development and implementation of the demographic and social statistics programmes, strategies and policies, including improving the coverage, quality and harmonisation of demographic and social statistics in Africa within the context of decisions of the Assembly of Heads of State and Government and the Executive Council;
- ii) In line with the Strategy for the Harmonization of Statistics in Africa (SHaSA 2), develop the AU's strategy and action plan to improve demographic and social statistics and household surveys and demographic census in Member States;
- iii) Promote the harmonization of demographic and social statistics and across AU Member States;
- iv) Provide leadership in developing manuals, guidelines and tools on concepts, definitions, classifications, methods, and standards related to the production and use of demographic and social statistics and census and household surveys that are adapted to the African context;
- v) Supervise and guiding the work of professional staff (Senior Policy Officers/Policy officers, short-term experts and consultants) working on demographic and social statistics matters;
- vi) Mobilize technical and financial support to member states to build technical capability in demographic and social statistics;
- vii) Coordinate the demographic and social statistics system through technical working groups in the related statistical field;
- viii) Undertake monitoring, supervision and evaluation of projects in the demographic and social statistics and preparation of relevant periodic reports;
- ix) Strengthen coordination with RECs and other regional and international organizations in the demographic and social statistics and data, including advocacy, networking and partnership building initiatives;
- x) Coordinate and facilitate studies and research on the improvement of demographic and social statistics;
- xi) Coordinate the preparation and management of the programme budget for the population and social statistics division.
- xii) Provide technical contribution to advise the Executive Director in related activities;
- xiii) Perform any other duties that may be assigned by the Executive Director.

Requirements

4. Qualification & Work Experience required:

A Master's Degree in statistics engineering, demographic statistics, or business management in the fields of population and social statistics or related disciplines.

Professional qualifications from a recognized and reputable Statistics Training Institute will be an additional Advantage.

A minimum of Twelve (12) years of relevant professional work experience in the areas in the area of population and social statistics in the International organization, Regional or national level, which Seven (7) years should have been at managerial level.

Or

A Bachelor's Degree in statistics engineering, demographic statistics, or business management in the fields of population and social statistics or related disciplines.

Professional qualifications from a recognized and reputable Statistics Training Institute will be an additional Advantage.

A minimum of fifteen (15) years of relevant professional work experience in the areas in the area of population and social statistics in the International organization, Regional or national level which five (5) years should have been at managerial level.

5. Required skills and Competencies

Functional

- Good Strategic, Tactical and operational management
- Planning and organizational
- Good skills in population and social statistical and demographic methods and packages in data processing
- Good IT skills and competence in the use of standard and statistics software tools
- Excellent communication and negotiation skills
- Strong oral and written communication skills
- Conceptual Thinking: -Good skills in conceptualization and coordination of national statistical development system (NSDS) and packages in data processing Uses several analytical or creative techniques to break apart complex problems into component problems or issues. Draws on complex learned concepts when examining patterns or trends and recognizes underlying issues/implications of decisions or courses of action.
- Job Knowledge Sharing: - Champions knowledge sharing to enable continuous learning and knowledge creation. Identifies opportunities to deliver value through improved information management.
- Drive for Result: - Makes decisions, sets priorities or chooses goals on the basis of calculated inputs and outputs and analyzes for relevant departmental/ and or organizational outcomes.
- Foster Innovation: - Improves performance by taking actions that may be unique, leading-edge or new to the organization/ department or directorate. Takes calculated risks in trying something new.

Personal abilities

- Ability to work effectively with people from various backgrounds and create an environment where diversity is respected
- Ability to work in the a multicultural environment

Leadership

- Strategic Perspective: - Is aware of the projected directions of trends (e.g., social, technological, etc.) and how changes might impact the organization and continuously reviews and revises plan to address long-term issues and opportunities affecting the team.
- Developing others: - Supports the development of the team through performance management, coaching and feedback.
- Change Management: - Creates an environment that fosters change creativity in others and gains commitment for change from staff. Actively looks for opportunity in uncharted territory.
- Managing Risk: - Makes and implements decisions in ambiguous/ risky situations or where information is incomplete and outcome is unknown. Takes calculated risks in pursuing new and cutting-edge ideas that will enhance a project.
- Job Knowledge Sharing: - Fosters and enables a knowledge and information-rich culture through engaging with thought leaders within and outside the organization.
- Building Relationship: - Build and manage strategic partnerships with a results-oriented mind-set; establishes a broad network of contacts that enables the individual to gather information and encourage others to establish a chain of influence and utilize the strengths and abilities of stakeholders.
- Foster Accountability Culture: - Makes decisions, sets priorities or chooses goals on the basis of calculated inputs and outputs; makes explicit considerations of potential return-on investment or cost-benefit analysis of outcomes.
- Learning Orientation: - Promotes and role models ongoing learning and development through establishing mechanisms to facilitate and encourage knowledge sharing in the business area. Creates relevant on-the-job learning and stretch opportunities for people in the division.
- Communicating with impact: - Uses personal rather than positional power to influence and motivate others to achieve results even those over whom they have no line authority.
- Fosters Innovation: - Encourages creativity on the part of others by highlighting the benefits of innovation and change on the overall performance of the organization and/or the performance department/ directorate.

Knowledge and understanding

- Excellent knowledge of workings of international organizations
- Good understanding of African Statistical System (AfSS)
- Working knowledge of Policy Analysis

6. Language Requirement:

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

7. 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.

8. 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

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 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 23 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 4. 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

STATAFRIC , Tunis

City

Tunis