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**External Publication of Job Posting**

**50741153**

**Job Posting Title**

DIRECTOR TRADE IN SERVICES, INVESTMENT AND INTELLECTUAL PROPERTY RIGHTS - AFCFTA SECRETARIAT

**Start Date**

25.05.2020

**End Date**

14.07.2020

**Reference Code**

AFCFTA/D1/05/003

**Job Title**

DIRECTOR TRADE IN SERVICES, INVESTMENT AND INTELLECTUAL PROPERTY RIGHTS - AFCFTA

**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.

The African Union Heads of State and Government decided through Decision Assembly/AU/Dec.394 (XVIII) of January 2012 to fast-track the establishment of the Continental Free Trade Area Negotiations that were launched in 2015 in Johannesburg, South Africa and all 55 African countries have been participating in the process. The Agreement Establishing the African Continental Free Trade Area (AfCFTA) was concluded on 21 March 2018 in Kigali, Rwanda and came into force on 30 May 2019.

Article 3 of the AfCFTA Agreement provides that the general objectives of the Agreement are to create a single market for goods and services facilitated by movement of persons to deepen economic integration of the African continent in accordance with the vision of "an integrated, prosperous and peaceful Africa" enshrined in Agenda 2063. The AfCFTA will deliver an integrated continental market of 1.3 billion consumers with aggregate GDP of USD 3.4 trillion. The specific objectives of the AfCFTA are outlined in Article 4 of the Agreement. The operational phase of the AfCFTA was launched on 07th July 2019 during the 12th Extraordinary Summit of AU Heads of State and Government in Niamey, Niger. During that same Summit, AU Heads of State and Government agreed that the headquarters of the AfCFTA shall be in Accra, Ghana and also set the date of 1 July 2020 as the start of trading under the AfCFTA. The Heads of State and Government also agreed that the Secretariat shall be established by March 2020.

In view of the above background, the AfCFTA Secretariat through the African Union commission invites qualified and competent applicants who are citizens of Member States of the African Union with relevant skills, competencies and experiences to submit their applications for the position of the DIRECTOR TRADE IN SERVICES, INVESTMENT AND INTELLECTUAL PROPERTY RIGHTS based at its headquarters in Accra,

**Department**

1. POST:

Job Title: Director of Trade in Services, Investment and Intellectual Property Rights;  
Organ/Department: The AfCFTA Secretariat  
Post level: D1  
Reporting to: Secretary General – AfCFTA  
Duty Station: Accra, Ghana  
Number of Positions: 1

**Project**

2. JOB PURPOSE

Reporting to the Secretary-General, the Director of Trade in Services, Investment and Intellectual Property Rights shall be responsible for all matters related to Trade in Services, Investment and Intellectual Property Rights to facilitate the implementation of the AfCFTA Agreement. Providing technical and policy leadership and ensuring the efficient functioning of all divisions. Ensuring overall management of the directorate's human resources, budget, performance, quality and training in conformity with relevant AU rules and regulations

**Tasks**

3. SUMMARY OF KEY DUTIES AND RESPONSIBILITIES

A. General management responsibilities

- Determine and execute the directorate's strategy and align to the AfCFTA Secretariat's overall strategy;
- Prepare and oversee integrated programmes and related activities of the department;
- Provide support in development of policies and oversee policy development guidelines;
- Build and maintain a strategic plan to form good working relations with other directorates/departments;
- Build staff capacity and continually improve the cost effectiveness in the delivery of the directorate's mandate;
- Develop and maintain regular working relations with top level stakeholders in appropriate agencies of Member States and partners; and
- Prepare periodic financial, budget execution and programme delivery reports.

B. Specific responsibilities

Trade in Services:

- Responsible for assisting state parties in implementing the Protocol on Trade in Services, including its subsidiary instruments;
- Assist the state parties in enhancing cooperation in the area of Trade in Services.
- Act as a secretariat to the Committee on Trade in Services and its subsidiary bodies, to ensure their smooth functioning;
- Provide high quality factual reports, technical advisory notes and other relevant information notes to enable the smooth functioning of the Committee on Trade in Services and its subsidiary bodies;
- Lead technical assistance and capacity building initiatives to enable state parties to implement the Protocol on Trade in Services, including its subsidiary instruments.
- Design and maintain a comprehensive database of each state party's schedule of specific commitments;
- Conduct research and assist other directorates of the Secretariat on all matters related to the Protocols on Trade in Services whenever expertise on this topics is required, for instance in the context of dispute

settlement cases and of technical assistance activities.

- Lead collaboration and develop good working relations and partnerships with relevant organisations such as UN Economic Commission for Africa, UNCTAD and the World Trade Organisation, amongst others;
- Establish mechanisms to follow up on State Parties' compliance with the Protocol on Trade in Services, commitments in the form of schedules of specific commitments, regulatory frameworks as well as other annexes applicable to trade in services;
- Ensure collection of data on services in general and trade in services in particular, in collaboration with other bodies of the AfCFTA Secretariat, Department of Trade and Industry and technical partners such as UNECA, and UNCTAD;
- Establish and maintain a roster or list of potential services experts for dispute settlement/arbitration purposes;
- Represent the secretariat on events in relation to trade in services; and

Investment:

- Responsible for assisting state parties in implementing the Protocol on Investment, including its subsidiary instruments;
- Assist the state parties in enhancing cooperation in the area of Investment.
- Act as a Secretariat to the Committee on Investment and its subsidiary bodies, to ensure their smooth functioning;
- Provide high quality factual reports, technical advisory notes and other relevant information notes to enable the smooth functioning of the Committee on Investment and its subsidiary bodies;
- Lead technical assistance and capacity building initiatives to enable state parties to implement the Protocol on Investment, including its subsidiary instruments;
- Provide appropriate technical advice on investment related issues to state parties;
- Identify measures aimed at creating enabling legal and regulatory environments for cross-border investment flows among the AfCFTA state parties including, formulating proposals for strategies, policies and programs aimed at harmonizing national legal regimes and legislations on cross-border investment;
- Conduct, whenever necessary, missions to AfCFTA state parties and carry out consultations with relevant institutions, focal points and investment sector stakeholders whose working responsibilities are closely related to the AfCFTA processes, in order to review investment policies, gathering the necessary data and information for ensuring optimal implementation of the AfCFTA.
- Develop and maintain up-to-date information on Investment negotiations in the AfCFTA and AU websites;
- Produce the required inputs on issues relating to Investment for the periodic reports of the activities of the AfCFTA Secretariat Unit, ensuring that agreed deadlines for these inputs are strictly adhered to;
- Lead collaboration and develop good working relations and partnerships with relevant organisations such as UN Economic Commission for Africa, UNCTAD and the World Trade Organisation, amongst others.

Intellectual Property Rights (IPRs)

- Responsible for assisting state parties in implementing the Protocol on Intellectual Property Rights, including its subsidiary instruments.
- Assist the state parties in enhancing cooperation in the area of IPRs.
- Act as a secretariat to the Committee on Intellectual Property Rights and its subsidiary bodies, to ensure their smooth functioning.
- Provide high quality factual reports, technical advisory notes and other relevant information notes to enable the smooth functioning of the Committee on Intellectual Property Rights and its subsidiary bodies.
- Lead technical assistance and capacity building initiatives to enable state parties to implement the Protocol on Intellectual Property Rights, including its subsidiary instruments.
- Advise the Secretary-General on IPR related matters;

- Lead research international best practices on IPR;
- Lead collaboration and develop good working relations and partnerships with relevant organisations such as UNECA, UNCTAD, the World Trade Organisation, World Intellectual Property Organization;; World Health Organization; United Nations Development Programme; United Nations Conference on Trade and Development; and Food and Agricultural Organization;
- Conduct, whenever necessary, missions to AfCFTA State Parties and carry out consultations with relevant institutions, focal points and stakeholders;

#### 4. REQUIRED QUALIFICATIONS AND EXPERIENCE

##### Education Qualification

- Must have a minimum of a university Master's degree in international trade, development economics, international relations, international business, international law, political science or relevant disciplines;
- Minimum of 12-years working experience in a profession related to regulation of foreign direct investment; trade law; international negotiations; intellectual property rights; competition law policy; cross-border business transactions; and/or transnational corporate law and practice. This experience should include at least 7-years work at managerial level position;
- Applicants with bachelor's degree may be considered provided they have a minimum of 15- years working experience in a profession related to regulation of foreign direct investment; trade law; international negotiations; intellectual property rights; competition law policy; cross-border business transactions; and/or transnational corporate law and practice with at least 5 years at managerial level position.

#### **Requirements**

#### 5. REQUIRED SKILLS, KNOWLEDGE AND COMPETENCES

##### Functional

- Policy development and research skills;
- Analytical, policy and research skills;
- Highly developed negotiation and teamwork skills;
- Drafting and report writing skills;
- Strong leadership, managerial, analytical, people and team skills;
- Experience in liaising with government ministers and heads of states;
- In depth knowledge of and/or past involvement in relevant regional trade framework agreements and negotiations in the region;
- Proven track record of working collaboratively with commercial drivers of trade and investment in Africa;
- Evidence of ability to lead, motivate and guide a team of professionals; and
- International experience, with a personal reputation of the highest order among global and African trade professionals.

##### Leadership and Personal Abilities

- Strategic Focus: - Creates a compelling vision for the future state of the department / directorate and or organization. Establishes a comprehensive course of action to achieve the vision;
- Developing Organizational Capability: - Promotes organizational learning and development to ensure that the department is well positioned to meet future leadership needs and mentor others to enhance their development;
- Change Leadership: - Leads and champions organizational change initiatives – consistently looks for ways to improve the Department / directorate or organization;
- Strategic Risk Management: - Uses sound judgement to make risky decisions in highly complex situations based on an assessment of the risks and benefits, impacts;
- Performance management and capacity building skills for the team;
- Ability to develop and lead multicultural team in the implementation of organization strategies, programs and initiatives;
- Intellectual leadership and ability to integrate knowledge with broader strategic overview and to conceptualize and convey strategic vision from the spectrum of up to date concepts and theories in the area of International investment, International trade, business transactions and transnational corporate law. National

and regional knowledge and acquaintance with the work fields are highly desirable;

- Proven ability to forge international and national partnerships to deliver successful outcomes as well as an ability to work and engage with a diverse range of stakeholders handling potentially competing objectives; and
- A strong commitment to the values of impartiality, honesty, integrity and objectivity;
- Proven ability to effectively engage and influence at the highest political level of government in Africa, providing counsel on trade policy, trade negotiations and strategy.

Knowledge and Understanding

- In-depth knowledge of the Agreement Establishing the AfCFTA, its Protocols and its subsidiary legal instruments;
- A good working knowledge of African countries capacity needs in terms of implementing trade agreements and policies;
- Detailed knowledge of regional trade relations between developed and developing countries and relevant WTO agreements;
- Demonstrable extensive knowledge of the functioning and decision making processes of the African regional trade and economic integration and/or multilateral trading system;
- Possesses knowledge of advanced concepts in the wider area of international foreign investment law. International trade law and business transactions and a broad knowledge of related disciplines, as well as an in-depth knowledge of relevant institutional policies and procedures; and
- Experience in public communication and dealing with the media.

#### 6. LANGUAGE REQUIREMENT:

Applicants must be proficient in one of the following African Union working languages; Arabic, English, French or Portuguese. Knowledge of one more or several other working languages would be an added advantage.

#### 7. TENURE OF APPOINTMENT AND ASSUMPTION OF DUTY:

The appointment will be made on regular term contract for a period of three (3) years, of which the first twelve months shall 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 REPRESENTATIVE COUNTRIES:

Angola, Algeria , Cape Verde, Central African Rep., Egypt, Comoros, Equatorial Guinea, Eritrea, Eswatini, Guinea, Libya, Morocco, Namibia, Saharawi Arab D.R. , Sao Tome and Principe, Seychelles, Somalia, South Africa

#### 9. GENDER MAINSTREAMING:

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

#### 10. REMUNERATION AND BENEFITS:

Indicative basic salary of US\$78,138 (D1 Step1) per annum plus other related entitlements e.g. Post adjustment (57% of basic salary), Housing allowance US\$ 27,290.88.00 (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 of the Commission.

#### 11. HOW TO APPLY

All applications which include passport copy, professional and academic certificates, CV and cover letter stating their suitability and motivation for the position must be submitted through the AU Commission's website <http://www.aucareers.org> on or before 14 July 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***

The AfCFTA Secretariat

***City***

Accra