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Job Posting Title

Project Manager

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Job Title

Project Manager

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. The Continental Free Trade Area (CFTA) is the first flagship project of the African Union's (AU) Agenda 2063 and a key initiative in the industrialization and economic development of Africa. It is an ambitious endeavor spanning 55 member states across a diverse continent.

In line with the BIAT/CFTA Decision of 2012, which was re-echoed by the 9th African Union Conference of Ministers of Trade (CAMOT) in December 2014, the African Union Commission was charged with the responsibility to coordinate and provide overall guidance for the CFTA negotiations, as well as serve as the secretariat for the implementation process and for the High Level African Trade Committee (HATC). With this responsibility the Department of Trade and Industry was directed to strengthen its capacity in order to deliver on its mandate. In this regard, a CFTA Support Unit is incorporated within the Department's organogram to facilitate the CFTA negotiations.

The CFTA Support Unit provides the critical foundation for productive and technical negotiations. It will allow significant challenges to be addressed in the run-up to the negotiations, allowing the AUC to collect Member State inputs and increase their buy-in. The CFTA Support Unit will also provide technical and negotiating assistance to countries that need them during the course of the CFTA negotiations. The CFTA Support Unit will also provide secretarial and technical support to the meetings of the various levels of the CFTA negotiations structure established by the Member States. Recruitment of CFTA Support Unit staff will be done in line with the AUC Rules and Procedures.

Investment, Competition and intellectual property will be part of the second phase of CFTA negotiations – expected to be launched after the conclusion of negotiations on goods and services in December 2017. Phase 2 advisory, consultancy and capacity building activities will be addressed exclusively for the benefit of officials in

targeted key sectors to enhance their skills with the view that they hold key strategic roles within their respective governments or Regional Economic Communities (REC's) and thus are in a position to positively contribute to the realization of the national, regional and continental initiatives and projects for the benefit of the continent-wide African Economic integration Agenda. These officials specifically include policymakers, legal practitioners and government officials working in the field of international trade and investment in particular those in the Ministries of Finance, Trade, Investment, Foreign Affairs, Chambers of Commerce and those engaged in multilateral and bilateral trade negotiations.

Other officials include advisers and lawyers working at the AU's legal department, legal advisers of the AUC's Commission hierarchy and those of the Department of Trade and Industry. Likewise, legal practitioners dealing with international trade and investment litigations, in the Attorney Generals Offices, arbitrators, legal scholars and judges will be considered to share their knowledge, input and perspectives in order to ensure optimal implementation of the Continental Free Trade Area (CFTA).

1. Job Purpose

The principal objective of this post is to implement the capacity building programmes designed under the World Bank's International Development Association (IDA) grant for the provision of guidance, support and development of a range of Trade and Investment Capacity Development to boost implementation of Africa's regional programs and projects in priority economic development area. This also includes the provision of advisory, consultancy and technical support to the Department of Trade and Industry's Continental Free Trade Area Support Unit and to appropriate levels of the Member State-driven CFTA processes.

The African Union Commission invites applicants who are citizens of Member States for the post of Project Management.

Department

Post:	One (1)
Post title:	Project Manager
Grade:	P5 Step 5
Department:	Trade and Industry
Supervisor:	Director of the Department of Trade and Industry
Duty Station:	Addis Ababa, Ethiopia

Project

The achievement of fast tracking the establishment of the Continental Free Trade Area and the boosting of intra-African trade requires support in building the capacity of both the AU's Commission and Member States including the Regional Economic Communities (RECs) and providing them with the necessary tools to address key challenges and problems associated with the negotiation, implementation and administration of the Continental Free Trade Area (CFTA).

Accordingly, the AU Department of Trade and Industry accomplished a first consulting contract under the World Bank's International Development Association (IDA) grant for the provision of guidance, support and development of a range of Trade and Investment Capacity Development to boost implementation of Africa's regional programs and projects in priority economic development area. Development Objective of the Project (P126848): Facilitating Economic Development Results with Stakeholders is to promote regional transformation and improve policy standards, and AU agreements monitoring.

Following the successful completion of the Capacity Building's conceptual and organizational framework under a consulting contract in phase 1, the AU Department of Trade and Industry seeks to carry out phase 2 of its planned long-term capacity building initiatives. To attain these specific objectives, the Project Manager shall perform, in conformity with the Capacity Building's Conceptual and Organizational Framework.

Tasks

- Chart the implementation of the capacity building activities developed in Phase 1, enlisted as

deliverables in the Project's Conceptual and Organizational Framework on an either tri-annually (one theme every four months) or on a quarterly basis (one theme every three months), depending on scheduling, organizational and budgetary considerations;

- Ensure that the implementation of the Capacity Development activities is aligned with existing Pan-African priority programmes and continent-wide initiatives including the flagship projects and better coordinated with other AU competent departments to achieve synergies, avoid overlap and duplication and ensure the sustainability of the initiatives, putting the imperative that Capacity-development interventions must optimize limited resources, reduce/eliminate duplication and overlap and increase efficiency at the forefront;
- Ensure that the Capacity development packages are implemented through interdepartmental collaboration between the DTI and other AU's relevant Departments namely the Office of the Legal Counsel and the Department of Economic Affairs under a joint scheme to achieve better outcomes in the type of policies being coordinated, programs being implemented, objectives pursued, bringing greater synergy and achievements while ensuring there is no duplication of efforts;
- Oversee the technical implementation of all the Capacity Building activities as presented in the Project's Conceptual and Organizational Framework in an integrated and holistic manner during the lifetime of the project including the organization, programming and delivery of all departmental and interdepartmental activities (seminars, workshops, training sessions etc..) and production of training modules, papers, presentation materials and publications for the use of participants;
- Prepare analytical reports on the implementation of intra-regional trade agreements with the view of providing member States at the appropriate legal and technical levels with the necessary tools to address policy and or legal challenges pertinent to the agenda of continental integration and undertake appropriate informed and evidence based decision-making;
- Identify measures aimed at creating enabling legal and regulatory environments for cross-border trade and investment flows among the CFTA member states including, formulating proposals for strategies, policies and programs aimed at harmonizing national legal regimes and legislations on cross-border trade and investment among the CFTA member states;
- Conduct, whenever necessary, missions to a CFTA member state or states and carry out consultations with relevant institutions, focal points and stakeholders whose working responsibilities are closely related to the CFTA processes to gather the necessary data and information for ensuring optimal implementation of the CFTA;
- Research and Identify practices, processes, experiences and arrangements in other regional economic integration organizations in North-America, Europe, Latin America and East Asia, in order to learn from, fill potential vacuum and correct the deficiencies by recommending laws and legislations with the view to achieving the CFTA;
- Provide guidance towards promoting collaboration links with relevant partner organizations and outside bodies offering funds, services and other supporting activities in the fields of regional integration and global trade and investment's capacity development scheme;
- Network closely with International specialized agencies and or academic institutions offering training courses or supporting activities in the fields of regional and global trade and investment Capacity development schemes to improve coordination and better focus on filling strategic gaps in Member State and Regional Economic Communities (REC's) capacities while avoiding duplication or overlap of efforts and ineffective use of resources.
- Watch over the finalization and refinement of the Monitoring and Evaluation Mechanism modelled to track progress in the implementation of the Action Plan on Boosting Intra-African Trade (BIAT), to provide information on achievements and/or shortfalls against planned and agreed targets and/or indicators and gain insight into the progress made in implementing the integration agenda of the Regional Economic Communities (RECs) and the status and depth of the continental economic integration in the short, medium and long term.
- Elaborate in close collaboration with other AU's competent departments at the appropriate technical levels the programmed activities' Annual Budget proposal. This will also entail presentation of recommended activities for funding in the annual plans and subsequent budget submissions.
- Evaluate at all stages of the project cycle and at the end the impacts of Capacity Development programs on policy decision making at the Member States and REC's levels, among the beneficiaries/target group(s) whose working responsibilities are closely related to the CFTA processes in terms of results delivered and proposed development objectives achieved.
- Participate in activities / actions centered around the goal of mobilizing widespread continental support

for and ratification of the CFTA by Member States. These include, among others, awareness raising events targeting competent decision makers at the levels of national business councils and chambers of commerce, as well as civil society organizations and NGOs that can help in this endeavor when the CFTA will be subject to ratification and implementation at the national and regional levels.

Requirements

1. Qualifications and Competencies Required

Academic Qualification

- Advanced university degree (Masters or higher level) in international law disciplines relevant to economic integration and free trade areas.
- Academic profile should match with the following Specific Sectors: a) International trade; b) regulation of foreign direct investment; c) intellectual property rights; d) competition law and policy; e) cross-border business transactions and f) transnational corporate law and practice.
- Minimum of 12 years professional experience, with particular focus on legal counseling, international negotiations, diplomacy or academia and of which 7 years should have been at a managerial level.

OR

- University Bachelor degree in international law disciplines relevant to economic integration and free trade areas.
- Academic profile should match with the following Specific Sectors: a) International trade; b) regulation of foreign direct investment; c) intellectual property rights; d) competition law and policy; e) cross-border business transactions and f) transnational corporate law and practice.
- Minimum of 15 years professional experience, with particular focus on legal counseling, international negotiations, diplomacy or academia and of which 5 years should have been at a managerial level.

Functional Skills:

- Strong computer skills, including use of software relating to trade research analysis, proficiency with spreadsheet and database applications as well as word processing, presentation programs and Internet.
- Good communication skills, oral and writing skills
- Strong program/project and financial management skills with demonstrated ability to provide input in timely manner,
- Diplomacy and negotiation skills that demonstrate ability to collaborate and coordinate with a range of stakeholders in the context of complex and shifting priorities

Personal Abilities

- Strong leadership skills, as well as skills in facilitation, team building and coordination
- Strong analytical skills and the ability to master new material quickly
- Demonstrate excellent Management and organizational and time management skills

Knowledge and Understanding

- Understands trade capacity needs and some approaches to capacity building
- Demonstrated experience building capacity of governments and other stakeholders.
- Working knowledge of policy analysis;
- Knowledge of advanced concepts in the wider area of International trade and foreign investment law and business transactions and a broad knowledge of related disciplines, as well as an in-depth knowledge of relevant institutional policies and procedures.

- Good negotiation skills (the project manager would have to deal with highly senior officials from the AUC and others AU Organs as well as Senior Officials from the Africa Regional Economic Communities).
- Ability to undertake policy research, build knowledge products and provide legal analysis and policy

advice in International Investment and national investment policies/reforms formulation and/or revision and Harmonization of National/Regional investment regulations and national legislation in in member countries.

2. Language Requirement:

Applicants must be proficient in one of the African Union working languages. Knowledge of one more or several other working languages would be an added advantage.

3. Tenure of Appointment:

The appointment will be made on fixed term contract for a period of two (2). Contract extension will be subject to satisfactory performance and availability of funds.

4. Gender Mainstreaming:

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

5. Remuneration:

The salary attached to the position is a fixed annual lump sum of US\$ 126,440.93 inclusive of all allowances for internationally recruited staff, and US\$ 108, 357.14 inclusive of all allowances for locally recruited staff.

How to Apply

Applications must be made through the AUC E-recruitment Website
<http://www.aucareers.org> not later than 30 th March 2018.

Directorate of Administration and Human Resources Management
African Union Commission

Contract Type

Fixed Term Contract

Employment Fraction

Full-time

Branch

Headquarters