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**External Publication of Job Posting**

**50577016**

**Job Posting Title**

Head of Division Defense and Security

**Start Date**

20.09.2018

**End Date**

22.10.2018

**Reference Code**

PSOD201809203

**Job Title**

Head of Division Defense and Security

**Organization**

The African Union (AU) is established as a unique Pan African continental body, charged with spearheading Africa's rapid integration and sustainable development by promoting unity, solidarity, cohesion and cooperation among the States and people of Africa. The Peace and Security Department of the AU Commission supports the operationalization of the African Peace and Security Architecture (APSA) and the range of frameworks aimed at preventing, managing and resolving conflicts on the continent. The Department coordinates its action with Regional Economic Communities (RECs) and Regional Mechanisms (RMs) for conflict prevention, management and resolution pursuant to the principles of subsidiarity, complementarity and comparative advantage. The Department also works closely with the United Nations (UN) and other relevant international organizations and partners to ensure coordinated and harmonized efforts to promote peace and security.

The Defense and Security Division oversees and supports policies, strategies and initiatives aimed at addressing a range of cross-cutting strategic security issues pursuant to the Common African Defense and Security Policy (CADSP) and the Policy Framework on Post-Conflict Reconstruction and Development (PCRD). The Division provides advisory support and technical assistance to AU Policy Organs and Member States in the areas of Security Sector Reform (SSR); Disarmament, Demobilization and Reintegration (DDR); arms control and nonproliferation; mine action, maritime security, and counter-terrorism.

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

**Department**

Job Title: Head of Division Defense and Security

Grade: P5  
Section: Defense and Security Division  
Department: Peace and Security Department  
Reports to: Director, Peace and Security  
Duty Station: Addis Ababa, Ethiopia  
Positions: 1

### **Tasks**

Under the overall guidance and supervision of the Director of the Peace and Security Department, the Head of the Defense and Security Division will undertake the following duties:

- Guide the development of results-based thematic programmes and projects covering the range of priority strategic security issues outlined in the African Peace and Security Architecture and the AU Master Roadmap of Practical Steps to Silence the Guns in Africa, and ensure that they are executed in a timely and well-coordinated manner in line with the AU principles and regulations;
- Manage statutory planning and budgeting processes and ensure full compliance with AU principles and regulations in the execution of funds and grants, and that outputs produced by the Division maintain high-quality standards. Assume responsibility for the timely, accurate and quality reporting through the established mechanisms and grant agreements;
- Actively participate in inter/intra-departmental and AU-wide planning and review processes and provide substantive and quality inputs to different documents, including policy and strategy papers, performance assessments, and regular reports to the AU Policy Organs;
- Foster transparent, results-oriented and mutually beneficial business partnerships with the relevant international entities and foster close collaboration with regional bodies in line with the APSA principles to harmonize approaches and consolidate efforts across the spectrum of strategic security issues;
- Engage regional and international donors in line with established modalities to mobilize resources for priority programmes and projects;
- Lead and guide the division's collaboration with the relevant divisions, departments and institutions of the AU to achieve integrated and coherent approaches and programmes in all assigned areas;
- Remain abreast of regional and global political and security developments and trends of possible impact on regional security and on the AU, and deliver written and oral briefings and advise to senior management;
- Supervise professional and general staff within the division and guide the setting and achieving annual goals by providing day-to-day guidance and coaching to ensure proper distribution of tasks and effective time management; conduct performance appraisals, and take necessary action to rectify shortcomings in line with the AU Staff Rules and Regulations;
- Performs other duties assigned by the Director.

### **Requirements**

#### **1. QUALIFICATIONS AND EXPERIENCE REQUIRED**

- University Master's Degree in Political Sciences, International Relations, Peace and Conflict Studies or any related Social Sciences. Higher academic qualification will be add advantage.
- Twelve (12) years of progressive working experience in the area of International Relations, international

security, development or humanitarian affairs, plus seven (7) years in a managerial position.

OR

- University Bachelor's Degree in Political Sciences, International Relations, Peace and Conflict Studies or any related Social Sciences. Higher academic qualification will be add advantage.
- Fifteen (15) years of progressive working experience in the area of International Relations, international security, development or humanitarian affairs, plus five (5) years in a managerial position.

## 2. SKILLS AND COMPETENCIES REQUIRED:

- Ability to provide leadership in successfully managing security related issues in sensitive political environments and facilitating related processes with major stakeholders, including governments, development partners and civil society organizations;
- Excellent planning and organizational skills and ability to effectively manage and direct the work of teams of professional officers;
- Strong problem solving skills and the ability to take initiative, think creatively and work under pressure to meet tight deadlines;
- Excellent analytical, drafting and report writing skills;
- Excellent communication, planning and negotiating skills;
- Ability to build effective working relations and liaise with a diverse range of stakeholders at different levels;
- Strong knowledge of the African political and security environment and of AU structures, policies and programs.

## 3. LANGUAGE REQUIREMENT:

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

## 4. 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 as a probationary period. Thereafter, the contract shall be for a period of two years renewable, subject to satisfactory performance and deliverables.

## 5. GENDER MAINSTREAMING:

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

## 6. REMUNERATION:

Indicative basic salary of US\$ 50,746.00 per annum plus other related entitlements e.g. Post adjustment (46% of basic salary), Housing allowance (\$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 of the Commission.

## 7. How to Apply

Applications must reach the Commission not later than 22 October 2018 through the AU Commission's website <http://www.aucareers.org>

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