



External Publication of Job Posting

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Job Posting Title

PRINCIPAL POLICY OFFICER, INTERNATIONAL COOPERATION (AFREC)

Start Date

28.03.2019

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29.04.2019

Reference Code

20190328AFREC3

Job Title

PRINCIPAL POLICY OFFICER, INTERNATIONAL COOPERATION (AFREC)

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 this objective, the African Union intends to strengthen its capacity to deliver by, among others, the implementation of its organizational structure and the filling of all vacant posts.

The Commission of the African Union invites applicants who are citizens of Member States for a position of Principal Policy Officer International Cooperation for the African Commission on Energy (AFREC) Department of Infrastructure and Energy of the African Union commission based in Algiers, Algeria.

LEAST REPRESENTATIVE COUNTRIES:

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LEAST REPRESENTATIVE COUNTRIES:

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

Department

1. POST

Post Title: Principal Policy Officer, International Cooperation
Grade: P4
Supervisor: Director/AFREC
Duty Station: Algiers, Algeria
Department: Infrastructure and Energy
Positions: 1

Tasks

2. Major Duties and Responsibilities

Under the general guidance of the Executive Director, and within delegated authority, the incumbent will perform the following duties:

- Supervise and manage the AFREC's program on Advocacy and Facilitation for the African Energy Sector.
- Coordinate AFREC's activities with RECs, RPPs, African energy-related and other institutions, international organizations and outreach activities with the AFREC's Focal Points in Member States.
- Promote strategies and policies for improving the performance of energy sector in Member States that is consistent with the Commission's overall mission, goals, and objectives; develop new and expand on existing activities as logical components of these strategies.
- Mobilize from governments, foundations, the private sector, and other donors the financial and human resources needed to execute the strategies and its constituent activities.
- Engage stakeholders from within African Member States, Regional Economic Communities (RECs), Regional Power Pools (RPPs), other intergovernmental organizations, NGOs, public and private sectors in designing and implementing those strategies and formulating and undertaking the activities.
- Ensure close coordination with the operations of other associated partners such as AU, NEPAD, ADB, UPDEA, APPA, AFUR, UNECA, UNEP, UNIDO, etc., and sponsor joint project with them.
- Develop cohesive strategies for advocacy and facilitation for the benefit of the African energy sector; build advocacy networking and mobilize technical, political and economic resources for implementation;
- Identify and implement measures that support sound project planning and implementation within the Commission; define and adopt measures that ensure monitoring of progress and reporting on achievements and results; and monitor and control program and project budgeting and expenditures, including from trust funds and counterpart contributions.
- Ensure efficient internal and external communications with a range of audiences; enhance the AFREC's role in promoting the exchange of information on energy issues and their links to the environment and development agendas; and communicate with partners about common positions and joint activities.
- Represent AFREC at conferences, intergovernmental meetings, professional seminars, and similar events; explaining AFREC's position and perspectives on energy issues and work being undertaken at AFREC and its relevance.

Requirements

3. Qualifications and Experience Required

Education

- A minimum master degree in Engineering, Business Administration, Energy Economics or Finance or in directly related fields.
- Professional certificate and training and experience in International Relations, Economics or Finance.

Work Experience

- A minimum of 8 years of working experience in progressively responsible positions, of which at least five years of professional and managerial experience in an international organization dealing with energy issues are required.
- Experience in fundraising and project management.
- Experience and good knowledge of energy issues in Africa and intergovernmental groups, in addition to the linkages between energy and socioeconomic development are desirable.

4. Other Relevant Skills

a) **Leadership:** Ability to lead a team in interdisciplinary effort as well as management and organizational skills are essential. The incumbent is required to possess a high degree of competence in both substantive and managerial matters related to the post. The incumbent must possess a demonstrated ability to initiate and promote collaborative approaches and implementing joint activities by geographically and culturally disparate partners.

b) **Research:** Outstanding and proven ability to prepare, present and publish good research, reports and studies at the standard level of international class; Proven published papers, books and articles on energy matters especially in Africa; Ability to assess and criticize research quality and make recommendations for amendments.

c) **Communication:** Effective communication skills (spoken, written, and presentational), including ability to defend and explain difficult issues and positions to staff and senior officials; Strong conceptual skills and openness.

d) **Teamwork:** Ability to establish and maintain effective partnerships and working relations both internally and externally in a multi-cultural, multi-ethnic environment, with sensitivity and respect for diversity, including gender balance.

e) **Planning and Organization:** Ability to develop clear program goals that are consistent with agreed strategies; Ability to identify priority activities and to appropriately delegate, monitor and adjust plans and actions.

f) **Vision:** Identifies strategic issues and opportunities as well as risks.

g) **Empowering Others:** Empowers others to translate vision into results.

h) **Managing Performance:** Delegates the appropriate responsibility, accountability and decision-making authority; Ability to effectively lead, supervise, mentor, develop and evaluate staff; Proactive in developing strategies to accomplish objectives and drives for change and improvement.

7. LANGUAGE REQUIREMENT:

Proficiency in one of the African Union working languages is a must. Knowledge of one or several other working languages is an added advantage.

8. TENURE OF APPOINTMENT:

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.

9. GENDER MAINSTREAMING:

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

10. REMUNERATION:

Indicative basic salary of US\$ 42,879.00 (P4 Step1) per annum plus other related entitlements e.g. Post adjustment (42% of basic salary), Housing allowance US\$ 18,585.00 (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.

How to Apply

All applications must reach the African Union Commission not later than 29th April 2019 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.

To apply for these vacancies, candidates are required to submit the following:

- 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).

Directorate of Administration and Human Resources
Management, African Union Commission
Addis Ababa, Ethiopia

Contract Type

Regular (Long Duration)

Employment Fraction

Full-time

Branch

AFREC, Algiers