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**External Publication of Job Posting**

**50624008**

**Job Posting Title**

DIRECTOR- INTER-AFRICAN BUREAU FOR ANIMAL RESOURCES (IBAR)

**Start Date**

25.04.2019

**End Date**

27.05.2019

**Reference Code**

10001409 - 03

**Job Title**

DIRECTOR- INTER-AFRICAN BUREAU FOR ANIMAL RESOURCES (IBAR)

**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 are located in Addis Ababa, capital city of Ethiopia.

In seeking to achieve its objectives, the African Union intends to strengthen its capacity to deliver, by amongst 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 the position of Director, Inter-African Bureau for Animal Resources (IBAR) in the Department of Rural Economy and Agriculture (DREA).

**Department**

1. Post:

Job Title: Director- IBAR

Post Level: P6

Duty Station: Nairobi, Kenya

Supervisor: Director of the Department of Rural Economy and Agriculture

Number of Position: 1

**Project**

2. Job Purpose:

- Develop strategic initiatives and programs which are effectively implemented to contribute towards the achievement of AU mandates, roles and strategies,
- Develop and facilitate mechanisms to enhance capacity for evidence based planning, implementation, monitoring and evaluation,
- Strengthen capacity in terms of skills development, and streamlining/enhancement of organizations, networks, and systems,
- Develop and strengthen effective partnerships with relevant development institutions and stakeholders,
- Develop an effective strategy for advocacy, broaden support for developed initiatives, and mobilize resources for implementation of programs,
- Ensure that the human, financial and material resources at the disposal of the division are efficiently and effectively managed to deliver the intended results

### **Tasks**

#### 3. Major Duties and responsibilities

Under the direct supervision of the Director-DREA, the responsibilities and duties of the incumbent shall include as follows:

- Provide scientific, technical leadership and vision to IBAR in execution of its mandate;
- Lead the development of policies, strategies and programmes consistent with AUC vision and mandates, the AU Agenda 2063 and its flagships programmes namely the CAADP
- Provide support for the implementation of policies, strategies and programmes in terms of advocacy, coordination and guidance that contribute to effective implementation of relevant AU decisions
- Liaise with other departments of the AU Commission as well as RECs, Member States and other relevant stakeholders to identify and promote synergies across initiatives and to ensure a coordinated development and implementation of such programmes.
- Provide leadership and oversee effective management of human, financial and materiel resources of the institution
- Build and strengthen strategic partnerships to harness technical and financial resources necessary for effective implementation of policies, strategies and programmes.
- Create and strengthen various forums for stakeholders consultations', exchange of experiences and lessons
- Oversee the publication and dissemination of scientific and technical papers to inform formulation and implementation of evidence based and coherent policies strategies and programmes
- Represent the Department of Rural Economy and Agriculture in AU missions as well as in taskforces/ committees and meetings

### **Requirements**

#### 4. Educational qualifications and experience required:

Educational qualifications:

Candidates must have a minimum of a University Master's Degree in veterinary medicine or animal science with specialized post-graduate training in livestock or agricultural policy analysis and at least 12 year relevant experience, out of which 7 years at managerial level;

PhD in veterinary medicine or animal science will be an added advantage. Additional qualifications in projects/ programme management in the rural development sector will also be an added advantage.

Candidates with a University Bachelor Degree in the relevant field must have at least 15 year relevant experience, out of which 5 years at managerial level.

Work experience:

Candidates must have at least 12 years of relevant experience in an International Organization, of which at least 7 years at managerial level;

Candidates with a University Bachelor Degree in the relevant field must have at least 15 year experience in an International Organization out of which 5 years at a managerial level.

5. Skills and competencies required:

Functional Skills:

- Effective leadership and decision making skills
- Excellent strategic management skills including planning and organizing
- Excellent communication skills

Personal Abilities:

- Excellent report writing and presentation skills.
- Excellent interpersonal skills and ability to organize and motivate others and to work in a multi-cultural environment.
- Ability to manage change with integrity, trustworthiness and confidence
- Ability to work in a diversified team
- Commitment to personal performance and self-development.

Knowledge and Understanding

- Working knowledge of policy analysis and development
- Knowledge of programme/project management, implementation and monitoring.

6. Language Requirements:

Proficiency in at least one of the African Union working languages (English, French, Arabic, Portuguese); knowledge of other working languages would be an added advantage.

7. 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 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 Representative Countries:

Candidates from the following least represented countries within the AU 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. Candidates from the following least represented countries are encouraged to apply.

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\$ 61,023.00 (P6 Step1) per annum plus other related entitlements e.g. Post adjustment (42% of basic salary), Housing allowance US\$ 21,240.00 (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

Applications must be made through the AUC E-recruitment Website  
<http://www.aucareers.org> no later than 27 May 2019.

1. 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.
2. Copy of valid passport.
3. 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).
5. Please be aware that only complete applications will be considered.
6. 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**

IBAR, Nairobi