



External Publication of Job Posting

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Job Posting Title

SECURITY SECTOR REFORM AND DISARMAMENT, DEMOBILIZATION AND REINTEGRATION OFFICER

Start Date

06.03.2020

End Date

06.04.2020

Reference Code

PSOD202003063

Job Title

Security Sector Reform and Disarmament, Demobilization and Reintegration Officer

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 at Addis Ababa, capital city of Ethiopia. Its Headquarters is located at Addis Ababa, capital city of Ethiopia. In seeking to achieve these objectives, the African Union intends to strengthen its capacity to deliver by, among others, the implementation of new organization structure and the filling of regular and short-term vacant posts.

The Commission of the African Union therefore invites applicants who are citizens of Member States for the fixed-term post of SSR, DDR Officer in the African Union Liaison Office (AULO) in Madagascar.

Department

Job Title: Security Sector Reform and Disarmament, Demobilization and Reintegration Officer

Grade: P3 step 5

Report to: Head of the AU Mission and AULO in Madagascar

Department: Peace and Security Department

Duty Station: Antananarivo, Madagascar

Number of post: 1 (one)

Project

AULO in Madagascar currently lacks the expertise in DDR/SSR that is required to advise and support the Republic of Madagascar. To fill this capacity gap, the AU Commission plans to recruit a senior SSR/DDR Officer

for the AULO in Madagascar. The SSR/DDR Officer provides strategic advice in support of nationally owned SSR & DDR efforts, and in line with the AU Policy Framework on SSR and the African Union Programme on DDR. The SSR/DDR Officer is responsible for managing projects and interventions developed under the annual program budget and other joint projects with partners. In so doing, the SSR/DDR Officer works with a range of national, regional and international partners, including AU entities and organs, Regional Economic Communities (RECs), Regional Mechanisms (RM), the United Nations, specialized institutions and civil society.

Tasks

- Monitor political and security developments in assigned regions/countries and produce regular analysis papers on SSR/DDR (Community Violence Reduction in line with the context) related issues, including assessment of their impact on SSR/DDR activities and recommendations for possible interventions by the AU;
- Advise the Special Representative of the Chair Person of the Commission on the ongoing national SSR implementation process, so as to provide the national authorities with support aligned with the AU Policy Framework on SSR and with national initiatives on Disarmament and Community Violence Reduction;
- Provide strategic and technical advice on security sector-wide issues to supervisors, and assist in formulating and promoting strategies and interventions with respect to support of national SSR/DDR efforts;
- Work closely with various AU Department/Divisions and Offices to promote and incorporate SSR/DDR principles in all AU conflict prevention and peacebuilding efforts; and to ensure that their mandate in Madagascar is implemented according to good practice and standards set by the AU Policy Framework on SSR and the AU Operational Guidance Notes on SSR and DDR;
- Assists national stakeholders of assigned country in conceptualizing and developing SSR/DDR strategies and plans, and assist AU/PSD in efforts to mobilize and coordinate international assistance to related initiatives;
- Liaise regularly with national authorities, regional partners, the United Nations and other partners to identify synergies and areas for cooperation and mutual support at the various institutional levels in Madagascar;
- Organize and/or participate in meetings on SSR/DDR coordination organized by the Government of Madagascar, UN and other stakeholders, and in other related experts meetings;
- Provide technical advice to enhance coordination of national and international actors involved in supporting DDR/SSR processes;
- Support the AULO in Madagascar in designing and fundraising for quick impact projects on DDR and SSR in close collaboration with national DDR and SSR coordination committees;
- Work closely with the AUPSD/DSD to ensure that assigned tasks are implemented according to good practice and standards set by the AU DDR Program, the AU Policy Framework on SSR, the AU Operational Guidance Notes on DDR and SSR, the International DDR Standards, and other international principles and guidance;
- Contribute to the design and conduct of AU assessment missions in Madagascar;
- Provide strategic and operational guidance for the planning and implementation of the DDR process taking into account the specific needs of women, children and other vulnerable groups;
- Produce reports on SRR/DDR development in the country to contribute to the overall reports to AU organs and donors, ensuring that highest levels of quality are met;

- Perform any other related duties as may be assigned by the Head of Division, Director of the Peace and Security Department or the Commissioner for Peace and Security.

Requirements

1. QUALIFICATIONS AND EXPERIENCES REQUIRED

- Advanced university degree (Master's degree or equivalent degree) in political science, social sciences, defense-security, management, international relations, law, development or a related field; With 7 years of experiences out of which 3 years at a supervisor level. A higher qualification will be an added advantage.

Or

A University Bachelor Degree in political science, social sciences, defense-security, management, international relations, law, development or a related field with 10 years of experiences out of which 5 years at a supervisor level.

2. EXPERIENCE

- Internationally recognized course on Security Sector Reform (Level 1 and/or 2) and on Disarmament, Demobilization and Reintegration (DDR) with diplomas or certificates;
- At least ten (10) years of work experience on peace and security issues, including five (5) years devoted to work related to SSR, DDR and conflict management on the African continent;
- A first-level university degree in combination with a minimum of seven (07) years of progressively responsible experience in SSR/DDR is required in lieu of the advanced university degree;
- Experience working in a conflict or post-conflict setting is required. Experience in drafting high quality, analytical reports is required. Experience in SSR in advising and guiding defense or security forces is desirable. Experience in policy coordination or project management is desirable.

3. SKILLS AND COMPETENCIES REQUIRED:

- Significant knowledge of SSR and DDR concepts, terminology, and research and policy literature, particularly on the African continent is required;
- Ability to conduct research and data collection using various methods, including ability to evaluate and integrate information from a variety of sources and assess impact on the SSR activities in assigned country and area;
- Excellent analytical, drafting and report writing skills;
- Excellent interpersonal skills, planning and negotiating skills and ability to communicate issues of a technical nature to both technical and lay audiences;
- Ability to work with a wide range of technical experts including police, military, public administrative and judicial actors and to support inter-disciplinary/interdepartmental teams and task forces, and manage multiple tasks simultaneously;
- Ability to work autonomously and in a multi-cultural environment and problem solving;
- Good planning and organizational skills and ability to work under pressure to meet tight deadlines;
- Ability to work collaboratively with colleagues to achieve organizational goals.

4. LANGUAGE REQUIREMENT:

Proficiency in one of the African Union working languages. Knowledge of one or several other working languages would be an added advantage.

5. GENDER MAINSTREAMING:

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

6. TENURE OF APPOINTMENT:

The appointment shall be for an initial period of one (1) year, the first three (3) months of which shall be on probation. It shall be renewable subject to performance and availability of funds.

7. REMUNERATION:

The salary attached to the position is an annual lump-sum of US\$ 96,921.34 (P3 Step 5) inclusive of all allowances for internationally recruited staff, and US\$ 78,461.08 inclusive of all allowances for locally recruited staff of the African Union Commission.

Applications must be made through the AUC E-recruitment Website <http://www.aucareers.org> not later than 6th April 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

Short Term

Employment Fraction

Full-time

Branch

AU/LIAISON OFFICE IN MADAGASCAR

City

Antananarivo