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**External Publication of Job Posting**

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**Job Posting Title**

EXECUTIVE DIRECTOR , STATAFRIC

**Start Date**

11.05.2020

**End Date**

14.06.2020

**Reference Code**

EA202005113

**Job Title**

EXECUTIVE DIRECTOR , STATAFRIC

**Organization**

The African Union (AU), 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.

During their Ordinary Session in January 2013, the Assembly of Head of States and Government in Addis Ababa, Ethiopia, adopted the decision (Assembly/AU/Dec.462 (XX)) for the creation of the African Union Institute for Statistics (STATAFRIC) that will be based in Tunis, Republic of Tunisia. Its main purpose is to promote the production of official statistics of the African Union mainly by collecting, harmonizing and aggregating data published by the National Statistics Offices/Institutes of African Union member states in order to shed light on the decisions of African institutions and educate African citizens accordingly.

The mandate of STATAFRIC is to lead in the provision and promotion of harmonized quality statistical information and good practice in support and monitoring of the implementation of the African Integration and Development Agenda.

In seeking to achieve these objectives, the African Union intends to strengthen its capacity to deliver by, among others, the implementation of a new organizational structure and the filling of regular vacant posts.

The Commission of the African Union invites applicants who are citizens of AU Member States to apply for the post of Executive Director of STATAFRIC in Tunis, Tunisia.

**Department**

Title: Executive Director

Grade: P6  
Department: STATAFRIC  
Supervisor: Commissioner of Economic Affairs  
Duty station: Tunis, Tunisia  
Number Positions: 1

### ***Project***

To lead the formulation and implementation of policies, strategies, and programmes for statistics development to capacitate Member States of the African Union and Regional Economic Communities (RECs) in their efforts to modernize their statistics systems to generate quality, harmonized and reliable data for the planning, implementation, monitoring and evaluation of their development vision and plans with a view to achieving harmonious and integrated development of the continent.

### ***Tasks***

Under the general guidance of the Commissioner for Economic Affairs, the incumbent shall:

- i) Lead and provide strategic vision for the development and the implementation of statistics policies, strategies and programmes to assist Member States to produce quality and harmonized statistical data that meet the needs of all users in general and continental integration in general and economic development, in particular;
- ii) Lead the development of quality assurance framework for the collection, verification and validation of data produced by Member States in all areas of development and integration of the continent and provide advisory and technical assistance to member States for implementation;
- iii) Lead and coordinate the implementation of the revised Strategy for the Harmonization of Statistics in Africa (SHaSA 2) and the African Charter on Statistics to generate quality and harmonized statistics for evidence-based decisions in support of the African Integration and Development Agenda;
- iv) Lead and provide strategic direction to ensure that STATAFRIC becomes a centre of reference to coordinate the African Statistics System for the production and dissemination of quality official statistics on Africa;
- v) Lead the consolidation of the data collected by member states and ensure that they are comparable by using common statistical language that embraces concepts, methods, structures, classifications, norms and standards;
- vi) Support the work of the Executive Director of PANSTAT in building the capacity of Member States with regular updating of theoretical and practical knowledge in statistics;
- vii) Mobilize technical and financial support of development partners to support Member States for the implementation of statistical strategies and programmes on the continent;
- viii) Act as the Secretariat for the organization of the Committee of Directors' General Sessions, Executive Committee of SHaSA 2 and its Specialized Technical Groups (STGs);
- ix) Advise the AU Commission and the regional offices on statistical issues;
- x) Represent STATAFRIC at high-level meetings and other relevant events;
- xi) Perform any other special assignments as directed by the Commissioner.

### ***Requirements***

1. Education Qualifications and Professional Experience

The candidate must:

- Hold, at least a Master's Degree in Statistics Engineering, Economic Statistics, Demography, Econometrics,

- Have in addition a minimum of twelve (12) years relevant working experience in the design, development and implementation of policies, strategies and projects in statistics development;
- International experience will be an added advantage;
- Have at least seven (7) years working experience at managerial level;
- Have published at least three (3) scientific articles in recognized international journals over the last ten (10) years and produced at least three (3) official technical documents on statistics over the last five (5) years.

## 2. Required Skills and Competencies required

### Competencies

#### Professionalism

- Expert knowledge of the substantive field of statistics, in general, and statistics development and harmonization in particular.
- Professional competence and mastery in statistics;
- Proven ability to produce statistical reports and documents, and to review and edit the work of others.
- Must be able to manage a team of experts requiring an in-depth understanding of its strategic direction and able to integrate STATAFRIC into the work programme of AU.
- Must be able to provide expertise on substantive issues and to defend and explain complex issues with respect to key decisions and positions to staff, senior officials and members of intergovernmental bodies.
- Shows pride in work and achievements.
- Is conscientious and efficient in meeting commitments, deadlines and producing results.
- Is motivated by professional rather than personal concerns.
- Shows persistence in the face of difficult problems and challenges.
- Remains calm under stress.

#### Leadership

- Must be an effective team leader who can motivate and inspire people.
- Engages in effective delegation and follow up to ensure results.
- Uses tact and political savvy in negotiating.
- Makes informed decisions and to communicate decisions effectively.
- Demonstrates flexibility and willingness to collaborate with others to achieve expected outcomes.

#### Diversity Management and Respect for Diversity

- Fosters harmonious and effective teamwork in a multicultural, multi-ethnic environment with sensitivity and respect for diversity.
- Has excellent interpersonal skills and ability to work under pressure in a multi-cultural environment.
- Treats people with dignity and respect.
- Is gender sensitive.
- Creates an environment where respect for diversity is respected.
- Performs and relates effectively across organizational boundaries in a diverse working environment;
- Shows respect and understanding of diverse points of view in decision-making.
- Examines own biases and behaviors to avoid stereotypical responses and avoids discrimination against any individual or group.

#### Results-Based Performance Management

- Uses superior managerial and supervisory skills to achieve stated objectives.
- Delegates the appropriate responsibility, accountability and decision-making authority.

- Establishes clear roles and reporting lines for staff.
- Monitors progress against established milestones, indicators and outputs;
- Discusses performance and provides feedback and appraises performance equitably.
- Utilizes strong analytical and problem-solving skills.
- Has the ability to manage and control a team of professional staff and the capacity for creativity and initiative as well as the capacity to work under pressure.
- Actively seeks, identifies and applies appropriate technology to improve programme delivery.

#### Working with Others

- Collaborates effectively with top level stakeholders i.e. the Commission and Senior Management Group and able to persuade, guide and advise top level stakeholders.
- Able to effectively collaborate with stakeholders and partners.
- Leads discussions and negotiations on behalf of STATAFRIC.
- Creates a culture where knowledge sharing and effective collaboration is encouraged.

#### Vision and Strategic Thinking

- Identifies key strategic issues, opportunities and risks.
- Is able to clearly communicate links between the organization's strategy and the Department's goals.
- Establish/identify and communicate broad and compelling organizational direction.
- Identifies users' needs and appropriate solutions.
- Establishes and maintains productive partnerships.

#### Communication

- Communicates orally with strong interpersonal skills;
- Expresses ideas, formulates plans and demonstrates clear and effective oral as well as written presentations;
- Drafts conceptual and detailed reports/papers and effectively reviews/edits the work of subordinates;
- Negotiates effectively.

#### Teamwork

- Leads and gains the assistance and cooperation of his team.
- Builds trust through integrity, transparency to create an open and positive environment.

#### Knowledge and understanding

- Excellent knowledge of the work of international organizations
- Good understanding of African Statistical System (AfSS)
- Working knowledge of Policy processes at country, regional, continental and global levels.

#### 3. Language requirements

Proficiency in one of the African Union working languages (Arabic, English, French and Portuguese) is a must. Knowledge of other working languages would be an added advantage.

#### 3. Tenure of Appointment:

The Appointment will be made on a regular term contract for a period of three (3) years, the first twelve (12) months of which shall be considered probationary period and thereafter for renewable periods every two years subject to good performance and deliverables.

#### 4. Equal Opportunity:

The African Union Commission is an equal opportunity employer. Qualified women are strongly encouraged to apply.

#### 5. Least Represented Countries

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

#### 6. Remuneration:

The indicative annual salary attached to the position is an indicative basic salary of US\$ 61,023.00 (P6 Step1) per annum plus other related entitlements- e.g. Post adjustment (48% of basic salary), Housing allowance education allowance (100% of tuition and other education related expenses for every eligible dependent up to a maximum of US\$ 10,000 per child per annum for international staff and \$3,000 /annum/child for local staff), etc.

Applications must be made through the AUC E-recruitment Website  
<http://www.aucareers.org> not later than 14th June 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**

Regular (Long Duration)

**Employment Fraction**

Full-time

**Branch**

STATAFRIC , Tunis

**City**

Tunis