



VACANCY ANNOUNCEMENT

Senior Policy Officer, Intelligence and Security Committee (ISC),
Bureau of the Chairperson

1. Background Information

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 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 invites applicants who are citizens of Member States for the regular post of **Senior Policy Officer** in the Intelligence and Security Committee (ISC), Bureau of the Chairperson.

2. Post

Job Title: Senior Policy Officer
Grade: P3
Supervisor: Coordinator, Intelligence and Security
Department: Intelligence and Security Committee, Bureau of the Chairperson
Duty Station: Addis Ababa, Ethiopia
Number of Posts: 1 (One)

3. Main Duties and Responsibilities

Under the supervision of the Coordinator of the Intelligence and Security Unit, the incumbent contributes to the activities of the unit in the area of intelligence and security in Africa; is responsible for the following tasks:

- i. Analyze strategic information on intelligence and security in Africa;
- ii. Draft papers on situations of conflict and crises in African countries;
- iii. Present reports on the development of socio-political, humanitarian and security situations in Africa;
- iv. Analyze strategic information on maritime security in Africa;
- v. Participate in election observation missions, in coordination with the Department of Political Affairs of the AU and with international partners, and present analytical reports relating thereto with relevant observations and recommendations;
- vi. Participate in activities related to the strengthening of the Peace and Security Architecture of the African Union (APSA) and attend meetings of the Peace and Security Council of the AU;

- vii. Perform any other duties assigned by his supervisor;

4. Qualification and work experience required

- Candidates must have a University Master's Degree in Social Sciences, Conflict Management, Law or related field and 7 (seven) years of relevant work experience in intelligence and security out of which 3 (years) need to be at supervisory level OR a University Bachelor Degree in the above-mentioned fields with 10 (ten) years of relevant work experience, out of which 5 (five) years must be in a supervisory role. A higher qualification and extensive knowledge on the various doctrines of Intelligence Services and their modus operandi shall be advantage.
- Have broad and thorough knowledge of the regional mechanisms in the field of prevention, management and resolution of conflicts in Central Africa.

5. Other Relevant Skills

- i. Have resourcefulness and a good ability to identify problems, develop reports and briefing notes;
- ii. Proven ability to communicate and build collaborative relationships;
- iii. Have good interpersonal skills and ability to work in a team;
- iv. Demonstrate leadership and professionalism;
- v. Have the ability to regularly share the information available on relevant issues
- vi. Have the ability to work in a multicultural and international environment.

6. Language Requirement

Proficiency in one of the African Union working languages. Proficiency of an additional or several other AU working language(s) would be an added advantage.

7. Tenure of Appointment

The appointment will be made on regular terms 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. Gender Mainstreaming

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

9. Least Represented Countries

Candidates from the following least represented countries are encouraged to apply:

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.

10. Remuneration

Indicative basic salary of US\$ **37,453.00** (P3 Step1) per annum plus other related entitlements e.g. Post adjustment (46% of basic salary), Housing allowance US\$ 22,932.00 (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

11. How to Apply

(To be indicated to Member States by CISSA)