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**External Publication of Job Posting**

**50524434**

**Job Posting Title**

Head, Planning and Operations Division

**Start Date**

08.06.2018

**End Date**

09.07.2018

**Reference Code**

HPOD03

**Job Title**

Head, Planning and Operations Division

**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.

In seeking to achieve these objectives, the African Union Mechanism for Police Cooperation (AFRIPOL) is established as a technical Institution of the Union for the mechanism for police cooperation for Member States of the Union. Filling of vacant posts in the organizational structure is key to achieving the mandate of AFRIPOL.

It is understood that the transnational and emerging threats pose a serious challenge to state and human security to the African Union (AU) Member States. The AU Commission, therefore, invites applicants who are citizens of AU Member States, for the post of Head Planning and Operations Division at the AFRIPOL Secretariat.

**Department**

Post:

Job Title: Head, Planning and Operations Division

Grade: P5 (Step 1)

Supervisor: Director of AFRIPOL

Duty Station: Algiers, Algeria

Number of Position: One (1)

**Project**

Job Description Summary:

As a technical institution of the African Union for police cooperation for Member States, AFRIPOL is expected to assist the police agencies of the Member States to improve their efficiency and effectiveness through enhancement of their organizational, technical, strategic, operational and tactical capacities. The Planning and Operations Division is, therefore, an essential component in enabling AFRIPOL to deliver on its mandate. It will play the role of enhancing coordination among police agencies in order to undertake joint activities, including cross border operations, in preventing and combating transnational organized crime and terrorism.

### **Tasks**

Major Duties and Responsibilities:

As Head of the Planning and Operations Division, the incumbent will be responsible for the following:

- Lead the development of a strategic plan and key result areas for AFRIPOL;
- Lead the monitoring and evaluation of AFRIPOL activities by undertaking periodic review of the strategic plan;
- Work with the police agencies of the Member States to prevent, detect and investigate transnational organized crime in cooperation and collaboration with regional and international police and law enforcement agencies;
- Facilitate communication and exchange of information among the police agencies of the Member States for joint operations;
- Facilitate the elaboration of regional cooperation agreements between police agencies for joint operations;
- Plan and implement, in collaboration with Member States, joint cross border operations, including verifying the integrity of identity and travel documents, monitoring cross-border movement of cash, countering cross-border trafficking of weapons (small arms and light weapons, explosives, improvised explosive devices, [IEDs], ammunition, weapons of mass destruction [WMD]);
- Lead in developing policies to ensure compliance of 'goods' crossing international borders with regional, continental and international instruments;
- Lead in supporting Member States to develop and harmonize policy frameworks on free movement of persons, including refugees and asylum seekers;
- Perform any other duties assigned by the Director AFRIPOL.

### **Requirements**

1. Educational Qualifications, Work Experiences and Skills Required:

- The minimum qualification for this post is an advanced university degree (Master's degree) in Social Sciences, International Relations, Security Studies, Peace and conflict studies, or related fields.
- A minimum of twelve (12) years of relevant experience in peace and security, international cooperation, preferably in the area of peace and security or regional integration;
- Experience in strategic planning and management is required;
- Experience in research, policy development, management and programming is essential;
- Strong analytical skills in the area of conflict prevention and management is necessary;
- Good understanding of AU peace and security architecture is required;
- Good knowledge of donor policy and programmes on development cooperation is an asset;
- Leadership abilities and management experience are essential;
- Experience in working in a multicultural environment is necessary.
- Competence in the use of standard Microsoft Office applications (Word, Excel and PowerPoint) is essential;
- Good written and oral communication skills are required,
- Administrative and management competence would be an asset;
- Must be result-oriented, a team player.

2. Language Requirements:

Proficiency in at least one of the African Union working languages (Arabic, English, French and Portuguese) is required. Proficiency in more than one language is added advantage.

3. Tenure of appointment:

The appointment will be made on a Regular contract for a period of three (3) years, of which the first twelve (12) months will be considered as a probationary period. Thereafter, the contract will be for a period of two (2) years renewable, subject to satisfactory performance.

4. Gender mainstreaming:

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

5. Remuneration:

Indicative basic salary of US\$ 50,746 (P5 Step1) per annum plus other related entitlements e.g. Post adjustment (48% of basic salary), Housing allowance US\$ 23,544.00 (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 9th July 2018 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.

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

**Contract Type**

Regular (Long Duration)

**Employment Fraction**

Full-time

**Branch**

AFRIPOL, Algiers