



External Publication of Job Posting

50654050

Job Posting Title

SENIOR ICT EXPERT

Start Date

19.06.2019

End Date

22.07.2019

Reference Code

IE /2019 / 01 /03

Job Title

SENIOR ICT EXPERT

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.

Member States of the African Union are experiencing specific challenges facing their ICT sector, namely in the following areas:

- Harmonization of measurable policy, legal and regulatory frameworks; and
- Internet Governance capacity development

In response to the above, the African Union Commission with the support of EU, has initiated the implementation of the Policy and Regulation Initiative for Digital Africa (PRIDA). The PRIDA initiative aims to support and facilitate the following projects/ outputs:

- i. Harmonization of policies, legal and regulatory frameworks, establishment of a coordination mechanism and a knowledge sharing platform
- ii. Capacity Building on Internet Governance: Content development and trainings

In seeking to achieve these objectives, the African Union intends to strengthen its capacity to deliver, by amongst others, the implementation of new organization structure and the filling of all vacant posts.

The Commission of the African Union invites applicants who are citizens of Member States to apply for the position of SENIOR ICT EXPERT (Policy and Regulation Initiative for Digital Africa – PRIDA) within the within the Department of Infrastructure and Energy in Addis Ababa, Ethiopia.

Department

1- Post:

Job title: Senior ICT Expert (Policy and Regulation Initiative for Digital Africa – PRIDA)

Post level: P3 Step 5

Supervisor: Head, Information Society Division

Department: Infrastructure and Energy

Duty Station: Addis Ababa, Ethiopia

Number of Position: 1

Project

2- Job Purpose:

To provide technical expertise and project management support on the implementation of project output of the PRIDA Initiative relating to harmonization of measurable policy, legal and regulatory frameworks.

Tasks

3- Major Duties and Responsibilities:

Under the general guidance of the Head, Information Society Division, the expert will provide the specific expertise on the subject matter, and the support on elements needed to successfully carry out the project activities. He/ She will be requested, among others, to:

- Assist with the daily project activities pertaining to the PRIDA Initiative;
- Provide the necessary support and insights for the efficient implementation of the proposed activities;
- Develop ToRs for national focal points;
- Design and setup the coordination mechanism with Focal Points and RECs;
- Establish Harmonization and coordination Mechanism for NRAs;
- Prepare periodic reports and action plans and when required;
- Assist with the preparation for the steering and technical committees' meetings;
- Assess the situation of ICT policies and regulations at national and regional level with focus on M&E initiatives in Africa;
- Liaise and coordinate with various PRIDA stakeholders within and outside AUC departments;
- Liaise with NRAs and Regional Association of Regulators to identify priority topics and common issues;
- Compile relevant policies and regulations from AU Member States / NRAs
- Organize Multi Stakeholder workshops at continental level to validate the assessment results;
- Contribute to the design and setting of the digital platform for coordination and harmonization of policy and regulation;
- Contribute to the development of the modules of the Digital Platform
- Organize a working group meeting to validate platform modules;
- Launch the Platform and assist with training of users;
- Organization training workshops of users (Member States, RECs and Association of Regulators); and
- Perform any other duties assigned by supervisors

Requirements

4- Required Skills and Competencies

a) Professionalism: The incumbent is required to possess a high degree of competence in both

substantive and managerial matters related to the post. The incumbent must possess a demonstrated ability to initiate and promote collaborative approaches and implementing joint activities by geographically and culturally disparate partners.

b) Communication: Effective communication skills (spoken, written, and presentational), including ability to defend and explain difficult issues and positions to staff and senior officials; Strong conceptual skills and openness to information sharing.

c) Teamwork: Ability to establish and maintain effective partnerships and working relations both internally and externally in a multi-cultural, multi-ethnic environment, with sensitivity and respect for diversity, including gender balance.

d) Planning and Organization: Ability to develop clear program goals that are consistent with agreed strategies; Ability to identify priority activities and to appropriately delegate, monitor and adjust plans and actions.

e) Leadership: Capacity to develop proactive policies and strategies to accomplish objectives and drives for change and improvement; ability to empower others to translate vision into results; ability to effectively lead, supervise, mentor, develop and evaluate staff; ability to lead a team in interdisciplinary effort as well as management and organizational skills are essential.

5- Other relevant skills:

- Excellent drafting and reporting skills;
- Excellent presentation skills, both orally and in writing;
- Great computer skills
- Knowledge of the African Union ecosystem is desirable.
- Ability to work in close cooperation with international stakeholders.

6- Interpersonal skills:

- Work planning and organization ability;
- Sound interpersonal and communication skills;
- Problem solving ability;
- Ability to establish and maintain excellent work relationships on all levels within a multicultural environment;
- Conscientiousness with respect to Results and Quality, Sense of Responsibility.

7- Expected Deliverables

The high level results to be achieved by the Initiative, through the specific interventions by the project staff are as follows:

Deliverable 1: African policy, legal and regulatory frameworks in support of ICT development is enhanced and measured;

Deliverable 2: Continental policy and legislative harmonization through the development of a Monitoring and Evaluation methodology and a forward-looking agenda to remedy the identified weaknesses is developed and implemented;

Deliverable 3: Continental regulatory harmonization through cooperation between national regulatory telecommunications / ICT authorities is strengthened;

Deliverable 4: An online Digital Platform for harmonization of measurable policy, legal and regulatory frameworks is created;

Deliverable 5: Awareness of relevant actors, in particular public authorities and civil society, regarding cross cutting use of ICTs is raised.

8- Qualifications and Work Experience required:

A University Master's Degree in Telecommunications/ICT or Computer Science or Regulation studies or similar field, with Seven (7) years of relevant progressive work experience of which three (3) years should have been at managerial level.

Or

a University Bachelor Degree in Telecommunications/ICT or Computer Science or Regulation studies or similar field, with Ten (10) years of relevant progressive work experience of which Five (5) years should have been at managerial level.

- An extensive knowledge of the ICT policy and regulatory frameworks, especially in the African context relating to telecoms/ICT sector;
- Knowledge of national/regional organization dealing on ICT sector policy, regulations will be required;
- Broad experience in requirements for setting up multi-stakeholder structures at national and regional levels with specific focus on Africa and great understanding of the challenges and opportunities facing the continent will be an advantage.
- Prior project management expertise is essential.
- At least 10 years of relevant experience in the ICT sector including at least 5 in the public policy, regulatory and cooperation areas;
- Demonstrated in-depth knowledge of and working experience with international stakeholders and governments (especially in Africa);
- Good knowledge of AU will be an advantage

1. Language Requirement:

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.

2. Tenure of Appointment:

The appointment will be made on a fixed term contract for a period of two (2) years, of which the first Six (6) months will be considered as a probationary period. Thereafter, the contract could be renewed for annually subject to satisfactory performance and availability of funds.

3. Gender Mainstreaming:

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

4. Remuneration:

Indicative salary for this position is US\$ 96,921.34 (P3 Step 5) per annum including all allowances for internationally recruited staff and US\$ 78,461.08 for locally recruited staff of the African Union Commission.

- 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 4. 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

How to apply

Applications must be made through the AUC E-recruitment Website
<http://www.aucareers.org> no later than 22 July 2019.

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

Fixed Term Contract

Employment Fraction

Full-time

Branch

Headquarters