



TEMPORARY VACANCY ANNOUNCEMENT (TVA)

TVA No. UNMIS-TVA-2010-P5-SRSG-043
Post No. 59339
Location: Khartoum
Date Posted: Wednesday, 4 August 2010
Deadline: Wednesday, 18 August 2010

Senior Advisor, P-5

The United Nations Mission in Sudan (UNMIS) requires **Senior Advisor, P-5**, for a period of six (6) months in the above-mentioned area.

RESPONSIBILITIES:

Under the supervision of the Special Representative to the Secretary-General (SRSG) the Senior Advisor will be responsible for the following duties:

- Advise the SRSG in the overall discharge of his responsibilities in the implementation of the mission's mandate.
- Advise the SRSG on the implementation of operational activities related to the work of the Office of the SRSG.
- Oversee the work of the Special Assistants to the SRSG to ensure smooth functioning, and supervise their day-to-day work.
- Coordinate strategic planning, follow up on the implementation of the integrated action plan and advise the SRSG on corrective measures as needed.
- Liaise between OSRSG and other components of the Mission.
- Support and advise the SRSG and, as instructed, act on his behalf on specific missions.
- Produce policy and strategy options for consideration of the SRSG.
- Monitor regional developments, ensure the SRSG is kept abreast of key events and issues, and assist him with political analysis and advice.
- Analyze information contained in communications and publications received from different sources, including the press.
- Ensure the timely flow of information from section/division/pillars/regional offices and the SRSG.
- Undertake special projects, as directed by the SRSG.

COMPETENCIES:

Professionalism: Analytical skills and ability to comprehend the complex inter-relations between different substantive components of a peacekeeping mission; Ability to transform vision and strategic direction into results-oriented work programme; Ability to identify problems, i.e. political, ethnic, racial, social, economic, etc. causing civil unrest in Sudan; Skills in developing sources for data collection; Good knowledge of institutional mandates, policies and guidelines and sound knowledge of the institutions of the UN system; Demonstrated ability to complete in-depth studies and to formulate conclusions and/or recommendations Vision; Comprehensive knowledge of and exposure to a wide range of institutional integrity and individual accountability issues, conceptual and strategic analytical capacity that require a coordinated UN response. **Leadership:** Strong managerial/leadership skills; Demonstrated flexibility in leadership by performing and/or overseeing the analysis of complex issues; Proven record of building and managing teams and creating an enabling environment; Proven ability to provide strategic direction and ensure an effective work structure to maximize productivity and achieve goals; Empowers others to translate vision into results; Establishes and maintains relationships with a broad range of people to understand needs and to gain support; Anticipates and resolves conflict by pursuing mutually agreeable solutions; Drives for change and improvements; Shows the courage to take unpopular stands; Provides leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all aspects of work; Demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing. **Managing Performance:** Delegates the appropriate responsibility, accountability and decision-making authority; Ensures that roles, responsibilities and reporting lines are clear to each staff member; Accurately judges the amount of time and resources needed to accomplish a task and matches task to skills; monitors progress against milestones and deadlines; Regularly discusses performance and provides feedback and coaching to staff; Encourages appropriate risk-taking and supports creativity and initiative; Actively supports the development and career aspirations of staff; Appraises performance fairly. **Teamwork:** Good interpersonal skills; Ability to develop and maintain effective work relationships with different national and cultural backgrounds with sensitivity and respect for diversity; Works collaboratively with colleagues to achieve organizational goals; Solicits inputs by genuinely valuing others' ideas and expertise; Is willing to learn from others; Places team agenda before personal agenda; Supports and acts in accordance with final group decision, even when such decision may not entirely reflect own position; Shares credit for team accomplishments and accepts joint responsibility for shortcomings; Ability to coach, mentor, motivate and develop staff and encourage good performance. **Planning and Organizing:** Develops clear goals that are consistent with agreed strategies; Identifies priority activities and assignments; Adjusts priorities as required; Allocates appropriate amount of time and resources for completing work; Foresees risks and allows for contingencies when planning; Monitors and adjusts plans and actions as necessary; Uses time efficiently. **Communication:** Speaks and writes clearly and effectively, listens to others, correctly interprets messages from others and responds appropriately; Asks questions to clarify and is committed to a two-way communication; Tailors language, tone, style and format to match audience; Demonstrates openness in sharing information and keeping others informed. **Technological Awareness:** Good computer skills, including proficiency in word processing, spreadsheets, and presentation software.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in political science, international relations, international economics, law, public administration or other related fields; A first-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. **Work Experience:** A minimum of ten years of progressively responsible experience in political science, international relations, law, conflict resolution or related areas is required; Good knowledge of UN practices and procedures in conflict resolution is required; Excellent drafting skills required; Experience in mediation, bilateral and multilateral negotiations is desirable; Experience in providing political support and guidance to UN peacemaking, peacekeeping and/or good offices missions is desirable; UN field mission experience is an advantage. **Languages:** Fluency in English (both oral and written) is required.

Candidates with relevant experience and qualifications who wish to be considered for this temporary assignment may indicate their interest by email to UNMIS-TVA@un.org by close of business on **Wednesday, 18 August 2010**, citing the above TVA number in the subject line and enclosing their up-to-date Personal History Profile (PHP), available from <http://jobs.un.org>, as well as a copy of their two most recent performance evaluation reports. While this temporary assignment will provide the successful applicant with an ideal opportunity to gain additional work experience, the selection for this position is for a limited period and has no bearing on the future incumbency of the post. Military personnel (TCC) and police personnel (PCC) on secondment cannot apply for this position during their tour of assignment nor can UN Volunteers in UNMIS and UNAMID who are currently serving or have served in the previous 6 months. Due to the volume of applications only those candidates under serious consideration will be acknowledged.