

AFRICAN UNION



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**VACANCY ANNOUNCEMENT:SENIOR POLICY OFFICER,
CLIMATECHANGE**

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 of Ethiopia.

In seeking to achieve the above objectives, the African Union seeks to fill the vacant position of the Climate Change and Desertification Unit in the Directorate of Rural Economy and Agriculture to strengthen its capacity to deliver by, among others, the implementation of a new organizational structure and the filling of all vacant posts.

BACKGROUND INFORMATION

Land degradation and desertification are growing scourges in Africa, which have serious implication on rural livelihoods. Though Africa has relatively large land area but most of this land is fragile and thus prone to degradation if not managed properly. Recent demographic changes have resulted in overexploitation of land resources resulting in low yield productivity at the farm level. Land degradation is therefore a serious global issue that affects two-thirds of the African continent and that has significant impacts on food security, biodiversity loss and resilience of rural communities to climate change. It thereby impacts seriously development and poverty alleviation efforts in Africa.

With Africa projected to get even hotter and drier in the years ahead, the need for coordinating and harmonizing Africa's activities in the field of desertification, land degradation, forestry and drought seems obvious; as does the need for fresh approaches aiming at enhancing and strengthening synergies and complementarities between various stakeholders.

The African continent has the second largest mass of tropical forest after the Amazon. The forests of the Congo Basin cover about 140 million hectares. These forests provide economic and social and environmental services to over 100 million inhabitants. The African continent is also endowed with abundant tropical forests resources and there are large tracts of natural forests and woodlands. Despite their enormous importance, the forest and biodiversity resources of Africa are not properly managed and are consequently being degraded at an alarming rate.

The 8th Ordinary Session of the African Union held in Addis Ababa, Ethiopia in January 2007 considered appropriate strategy to address the menace of land degradation, desertification and the accompanying social deprivation in the Sahel and Sahara zones of the continent and the African Leaders successfully the Great Green Wall for the Sahara and Sahel Initiative to combat land degradation. The Initiative fully complements the Rio family of conventions of the United Nations. It will particularly strengthen and promote the implementation of the National Action Programmes (NAPs) formulated by Member States under the aegis of the United Nations Convention to Combat Desertification (UNCCD).

Climate change is also having adverse effects in Africa ranging from declining water resources, forest degradation, drop in fish population and increased flooding and heavier rainfall among others. Climate Change and Development was the sub – theme of the January 2007 Summit held in Addis Ababa. Following the Summit deliberations, the Commission became increasingly involved in the global climate change talks and negotiations, issues of land degradation and forestry considering the vital stakes Africa has in these dialogues; the Commission continues to steer efforts of AU Member States and Regional Economic Communities as well as other stakeholders in dealing with multiple challenges including desertification, biological diversity by engaging both regional and global partners in promoting and defending the continent's interest.

A landmark Summit Decision was adopted in January 2009, which mandated the AU Commission among other things to facilitate the building of a common Africa Position in preparations for the Fifteenth Conference of Parties (COP15) in Denmark, Copenhagen in December 2009. Subsequently, the July 2009 Summit in Sirte, Libya adopted the recommendation of the decision of the Executive Committee EX.CL/Dec.500 (XV) Rev. 1 on the establishment of the Climate Change and Desertification Control Unit (CCDU) in the Directorate of Rural Economy and Agriculture. The same decision also mandated the African Union to accede to two conventions, the UNFCCC and the UNCCD. The CCDU will facilitate the work of the Regional Economic Communities and Member States in the harmonization of climate change policies, strategies, plans, programmes and activities on climate change adaptation and mitigation.

1. **Post:**

Job Title:	Senior Policy Officer, Land and Forestry
Grade:	P3
Department:	Rural Economy and Agriculture
Immediate Supervisor:	Head, Division of Environment, Climate Change, Water and Land Management
Duty Station	Addis Ababa, Ethiopia

2. Major duties and responsibilities:

Specifically, the Job holder shall perform the following tasks:

- Assist the Head of Division in the overall management of the activities of the Climate Change and Desertification Control Unit;
- Assist in preparation of reports, budget and work programmes related to the functioning of the Unit, in consultation with the Head of Division;
- Assist in formulation of appropriate strategies, policies and plans of action related to land degradation, forestry and desertification in Africa;
- Promote sustainable and collaborative forest management in and amongst Member States and Transboundary Forest Management.
- Build awareness on land degradation, forestry and desertification control issues in Africa and support project implementation on adaptation and mitigation actions;
- Promote and support the development of African common positions in the meetings of the UN Convention to combat Desertification (UNCCD);
- Promote the work of the African Forest Forum and African common positions on the issue of Reducing Emissions from Deforestation and Forest Degradation (REDD) and REDD plus Agriculture, Forestry and Other Land Use (AFOLU) and Land use, land-use change and forestry (LULUCF) activities relating to carbon stocks;
- Liaises with Member States, RECs, and relevant Stakeholders including International Organizations, Development Partners on issues of climate change and desertification control;
- Ensure Policy harmonization on various positions on key issues such as REDD and REDD+, AFOLU and LULUCF activities, desertification control under negotiations in the United Nations Framework Convention on Climate Change (UNFCCC) and United Nations Convention to Combat Desertification (UNCCD) processes;
- Coordination of various efforts on desertification, ensuring linkages and synergies with complementarities of different initiatives, sectors and collaborations;
- Ensure effective coordination and implementation at continental and regional levels;
- Ensure the development of a Resource Mobilization Strategy with donor coordination for forestry, land degradation and Desertification Control Programmes;
- Ensure networking and facilitation of peer reviews, information sharing and exchange;
- Promote studies and researches on local indigenized technologies on mitigation and adaptation measures to forestry and land degradation in Africa including increased participation of Africa Member States in global carbon market as well as foster collaboration among Member States to combat drought and desertification;
- Ensure better coordination with other Regional and United Nations conventions;

- Promote publication of simplified guidelines and fact sheets on the scientific, political and economic aspects of forestry, land degradation and desertification control in Africa.
- Support production and submission of periodic reports of activities of the Unit;
- Support the Commission in its coordination efforts of global forestry, land degradation and desertification talks and negotiations; and
- Undertake any other duties assigned on forestry, land degradation and desertification control.

3. Qualifications and Experience Required

- Candidates must have at least a Post-graduate (Masters) degree in the Environmental or Natural Sciences (i.e. Water Resources Management, Forestry, Land Degradation, Biology, Botany, Environmental Technology) and/or equivalent discipline.
- A qualification in project management and negotiation skills (recognised diploma or certificate) would be an added advantage.

4. Professional experience required:

- Candidates must have at least ten (10) years of appropriate experience in Senior Management position, including experience in design and development of policies and strategies; and management of international organizations.
- Strong experience on issues of Land use, land-use change and forestry (LULUCF,) Reducing Emissions from Deforestation and Forest Degradation (REDD) and REDD plus Agriculture, Forestry and Other Land Use (AFOLU) and Land use, land-use change and forestry (LULUCF) activities
- Substantial experience with international, Intergovernmental, regional and national policy processes related to multilateral environment agreements, forestry, desertification and degradation.
- Knowledge of the on-going regional and global climate change, desertification and disaster risk reduction processes is an asset with a track record of diplomatic negotiations.

5. Other relevant skills :

- Strong experience in public sector with related experience dealing with private sector and civil society bodies.
- Familiarity with international and regional policy processes related to climate change and desertification.
- Computer literacy.
- Working knowledge of policy analysis and development and programme/project management, implementation and monitoring.
- Management experience, excellent interpersonal skills and ability to organize and motivate others and to work in a multi-cultural environment.
- Excellent drafting and reporting skills.
- Good planning and organizational skills.
- Conscientious and efficient in observing deadlines and achieving results.

- Takes accountability for goals and challenges.
 - Effective and distinct communication ability with excellent written and verbal communications skills.
 - Ability to defend, explain with tact and diplomacy difficult positions addressing key policy issues.
 - Ability to work under pressure and collaboratively with and to establish and maintain effective working relationships with colleagues of different nationalities and culture backgrounds, in order to achieve organizational goals.
 - Track record of excellent time management and ability to meet tight deadlines.
6. **Language requirement:** Proficiency in one of the African Union working languages. Knowledge of one or several other working language(s) would be an added advantage.
7. **Age Requirement:** Candidates should preferably between 35 and 50 years old.
8. **Tenure of Appointment:**
The appointment will be made on a fixed term contract for a period of three (3) years, of which the first twelve months will be considered as a probationary period. Thereafter, the contract could be for a period of two years renewable, subject to satisfactory performance
9. **Gender Mainstreaming:** The AU Commission is an equal opportunity employer and qualified women are strongly encouraged to apply.
10. **Remuneration:** Indicative basic salary of US\$33,619.00 per annum plus other related entitlements e.g. Post adjustment (46% of basic salary), Housing allowance (\$16,819.20 per annum), education allowance (75% of tuition and other education related expenses for every eligible dependent up to a maximum of US\$7,800.00 per child per annum), etc for I internationally recruited staff of the Commission.

Applications must be made through the AUC E-recruitment Website
<http://www.aucareers.org>not later than 5th June 2012.

Directorate of Administration and Human Resource Management
African Union Commission