



UNITED NATIONS ASSISTANCE MISSION IN SOMALIA (UNSOM)

UNITED NATIONS CORE VALUES: INTEGRITY, PROFESSIONALISM, RESPECT FOR DIVERSITY
THIS POSITION IS OPEN TO KENYA NATIONALS ONLY AND DOES NOT HAVE INTERNATIONAL BENEFITS
FEMALE CANDIDATES ARE PARTICULARLY ENCOURAGED TO APPLY

DEADLINE FOR APPLICATIONS	:	17 NOVEMBER 2016
DATE OF ISSUANCE	:	11 NOVEMBER 2016
FUNCTIONAL TITLE	:	ASSOCIATE GENDER AFFAIRS OFFICER
LEVEL	:	NO-B
SECTION	:	GENDER AFFAIRS
LOCATION	:	NAIROBI
DURATION OF CONTRACT	:	ONE (1) YEAR FIXED TERM
VACANCY ANNOUNCEMENT NUMBER	:	UNSOM/GAU/070/2016

Special Notice

This position is funded for an initial period of one year, extension of appointment will be subject to budgetary approval. Appointment against this post is on a local basis. The candidate is responsible for any travel expenses incurred in order to take-up the appointment. All applicants are strongly encouraged to apply on-line as soon as possible after the job opening has been posted and well before the deadline stated in the job opening.

Interested applicants who are working with UN Contractors must fulfil the obligations of their contracts with the UN Contractors in order to be eligible to apply for this vacancy.

Organizational Setting and Reporting Relationships:

This position is located in Nairobi, Kenya. The incumbent will be under the overall technical guidance and directives of the UNSOM Senior Gender Advisor and Chief of the Integrated Gender Office (IGO) and the direct supervision of the UNSOM Head of Office Nairobi.

Within delegated authority, the Associate Gender Affairs Officer will be responsible for the following duties:

Description of Responsibilities

- Promote the mainstreaming of gender equality and Women, Peace and Security (WPS) agenda in the work of UN Somalia;
- In consultation with the Senior Gender Advisor (SGA), support the UN Gender Theme Group (GTG) in translating existing UN policies, strategies and mandates on the promotion of gender equality and WPS in all activities of the UN in Somalia;
- Provide the UNSOM Head of Office (Nairobi), the Integrated Office/RCO with timely advice, brief on gender issues and gender analysis so as to enable them address key gender issues in various policy fora, political debates relevant to Somali Peace and State-building processes;
- Represent the SGA and the IGO at the GTG and work collaboratively and in a coordinated manner with the GTG members and the UN Members to the GBV Working Group led by UNFPA;
- Participate in and make substantive contribution to the work of the GTG in the formulation and implementation of the UN Somalia Gender Strategy which UNSOM is an active advocate of;
- Assist the SGA in strengthening capacity of the UNSOM Gender Focal Points and design and implement a UNSOM mission-wide action plan on gender and WPS and to fulfill the reporting obligations, documentation of good practices, preparation of policy papers and briefing notes, talking points for senior mission leaders;
- Provide assistance to the SGA/Chief, IGO in the implementation of joint programmes on women's political participation supported by the PBF and DfID and the implementation of the National Gender Policy.

- Work closely with JPU, IO/RCO and RMU to ensure gender mainstreaming issues are addressed in various UN processes.
- Attend relevant Nairobi based meetings on behalf of the SGA/IGO and ensure liaison and partnerships with Somali civil society organizations and women's groups operating out of Nairobi;
- Undertake all Pre-Deployment Trainings for AMISOM uniformed personnel;
- Assist the SGA/Chief, IGO in fulfilling UN's reporting obligations on Gender Equality and Women's Rights, in particular UN SCR 1325, SG's 7 Point Action Plan;
- Carry out any other function pertinent to the UNSOM mandate.

Competencies

Professionalism - Recognized expert in the field of gender affairs; commitment to implement the goal of gender equality by ensuring the equal participation and full involvement of women and men in all aspects of UNSOM mandate; ability to provide technical advice and guidance on strategies and approaches to steer gender mainstreaming in peace and state-building processes; ability to analyze and evaluate critical matters pertaining to a broad spectrum of gender-related issues. Shows pride in work and in achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Commitment to implementing the goal of gender equality by ensuring the equal participation and full involvement of women and men in all aspects of work.

Communication – Speaks and writes clearly and effectively; Listens to others, correctly interprets messages from others and responds appropriately; Asks questions to clarify, and exhibits interest in having two-way communication; Tailors language, tone, style and format to match audience; Demonstrates openness in sharing information and keeping people informed.

Teamwork – Works collaboratively with colleagues to achieve organizational goals; Solicits input 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 decisions may not entirely reflect own position; Shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

Commitment to Continuous Learning – Demonstrated capacity to be innovative and flexible; ability to keep abreast of new developments and innovative approaches to gender mainstreaming in the context of Somali peace and state-building processes; ability to maintain a network with external research and academic institutes working on issues relating to gender and peace-building and state-building; ability to capture and consolidate good practices and lessons learned.

Qualifications

Education: An advanced university degree (Master's degree or equivalent) in law, international relations, social studies, gender studies or related area. A first-level university degree in combination with two additional years of qualifying experience may be accepted in lieu of the advanced university degree.

Experience: Two years of progressively responsible experience in policy development and/or programme implementation related to gender equality and/or women's rights is required. Prior experience with United Nations agencies is desirable.

Language: English and French are the working languages of the United Nations Secretariat. For this position, fluency in English (both oral and written) is required. Knowledge of other UN language is an advantage.

Others: Proficiency in MS Word and use of Internet is a requirement.

Assessment

Method: Evaluation of qualified candidates for this position may include a substantive assessment which will be followed by a competency-based interview.

Additional Information:

Candidates who are not selected, but whose performance in the interview process nevertheless demonstrated them to be suitable for a similar function may be kept on a roster for up to 12 months. Candidates placed on the roster may be considered for selection against future vacancies for the same function and level.

How to Apply:

Qualified candidates may submit their applications including their United Nations Personal History form (P.11) to the address mentioned below on or before the deadline. The P.11 is on the <https://unsos.unmissions.org/jobs>. Applications submitted after the deadline **17 November 2016** will not be accepted. **CVs will not be accepted.**

Email: recruitment-unsoa@un.org

**Please quote, Vacancy Announcement Number and Functional Title in the subject of the e-mail
Kindly attach a copy of P11, Degree Certificate, NISA Certificate, CID Certificate, Passport and or National
Identification Card. These are required as part of your application for consideration of eligibility.**

The United Nations shall place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs.

THE UNITED NATIONS DOES NOT CHARGE A FEE AT ANY STAGE OF THE RECRUITMENT PROCESS (APPLICATION, INTERVIEW MEETING, PROCESSING, OR TRAINING).