



**UNITED NATIONS SUPPORT OFFICE IN SOMALIA  
(UNSOS)**

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

<b>DEADLINE FOR APPLICATIONS</b>	<b>:</b>	<b>25 JANUARY 2020</b>
<b>DATE OF ISSUANCE</b>	<b>:</b>	<b>12 JANUARY 2020</b>
<b>FUNCTIONAL TITLE</b>	<b>:</b>	<b>ASSOCIATE STAFF COUNSELLOR</b>
<b>LEVEL</b>	<b>:</b>	<b>NO-B</b>
<b>SECTION</b>	<b>:</b>	<b>MEDICAL SECTION</b>
<b>LOCATION</b>	<b>:</b>	<b>MOGADISHU</b>
<b>DURATION OF CONTRACT</b>	<b>:</b>	<b>FIXED TERM APPOINTMENT</b>
<b>VACANCY ANNOUNCEMENT NUMBER</b>	<b>:</b>	<b>UNSOS/MEDI/004/2020/SM</b>

**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:**

The position is in the United Nations Support Office in Somalia (UNSOS) based in Mogadishu, in the Medical Section under the direct supervision of Chief of the Staff Counselling Unit.

**Duties and Responsibilities:**

Within delegated authority, the Associate Staff Counsellor will be responsible for the following duties:

- Performs individual assessments in cases of individual staff members experiencing difficulty coping and/or presenting mental health-related symptoms or syndromes.
- Provides support to the Staff Counsellor/s and Human Resource Officers, as necessary, on individual cases where an identified problem is likely to have professional, vocational and/or counseling effects (e.g. work-related problem/s due to a psychological problem, conflict resolution, need-oriented medication, etc.).
- When requested contributes to advice given to Unit/Section Chiefs by providing input and information needed to improve the working atmosphere in their Unit/Section thereby resolving work-related or personal problems that could adversely affect job performance and productivity.
- Performs critical incident stress supportive therapy (e.g. individual and/or group) whenever and wherever there is a need for it.
- Support the Staff Counsellor/s in conjunction with the Medical Services in assuring a continuum of services (referral, short-term supportive intervention) to individual staff members who have HIV/AIDS or to those staff members suffering from other serious diseases or illnesses.

- Works with the Staff-Counsellor/s in establishing a link and liaising with the members of the Staff Welfare Committee and other staff in Medical Services to develop programmes designed to improve the quality of life of staff members within the mission area.
- Provides training sessions on "crisis and stress management" and "conflict resolution" as needed.
- Assists with monitoring environmental factors that could lead to stress, with particular focus on stress related to critical incidents, including emergency and crisis situations, with respect to civilian staff members of the mission.
- Contributes to the development, organization and implementation of a stress management program for staff.
- Works with diverse actors and stakeholders in the organization in respect of emergencies, support and related administrative functions.
- Performs other duties as required.

### **Competencies:**

**Professionalism:** Knowledge of all facets of the field of counselling and the ability to provide a confidential environment in which clients can talk and act without fear or repercussions within a climate of established trust; 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. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas 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.

**Client Orientation:** Considers all those to whom services are provided to be "clients" and seeks to see things from clients' point of view; establishes and maintains productive partnerships with clients by gaining their trust and respect; identifies clients' needs and matches them to appropriate solutions; monitors ongoing developments inside and outside the clients' environment to keep informed and anticipate problems; keeps clients informed of progress or setbacks in projects; meets timeline for delivery of products or services to client.

### **Qualifications and Experience:**

**Education:** Advanced university degree (Master's' degree or equivalent) in Clinical Psychology, Psychiatry or Clinical Sociology. Additional training or certification is also required in a broad range of related fields, such as alcohol/substance abuse, stress management, traumatic stress, cross-cultural communication or conflict resolution. A first-level university degree in combination with qualifying experience may be accepted in lieu of an advanced university degree.

**Experience:** A minimum of one year of progressively responsible experience is required. Experience in Employees Assistance Programmes or Organizational Intervention is an asset.

**Language:** English and French are the working languages of the United Nations Secretariat. Fluency in English (both oral and written) is required. Knowledge of French and Somali languages are desirable

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

**How to Apply:**

Qualified candidates may submit their applications including their United Nations Personal History form (PHP) to the address mentioned below **quoting vacancy announcement number and functional title on the subject** line on or before the deadline. **The PHP is on the <https://unsos.unmissions.org/jobs>**. Applications submitted after the deadline **25 January 2020** not be accepted.

**Curriculum Vitae (CV) will not be accepted.** Only shortlisted applicants will be contacted for interview. **FEMALE CANDIDATES ARE PARTICULARLY ENCOURAGED TO APPLY**

Email: [recruitment-unsoa@un.org](mailto:recruitment-unsoa@un.org)

**Kindly attach copies of relevant academic certificates, Passport and or National Identification Card. These are required as part of your application for consideration of eligibilty. Please note CID and NISA Certificates are required at a later stage of the recruitment process.**

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).