

EMBASSY OF IRELAND - JOB DESCRIPTION
JOB TITLE: SENIOR PROGRAMME MANAGER – PEACE AND SECURITY

JOB SUMMARY:

Background

Global Island: Ireland in Ethiopia and Africa

Ireland has formulated a new Mission Strategy that sets out Ireland's engagement in Ethiopia, two countries of secondary accreditation – South Sudan and Djibouti – and its accreditations to the African Union (AU), the Intergovernmental Authority on Development (IGAD) and the United Nations Economic Commission for Africa (UNECA) for the period 2020-2025.

In the new Mission Strategy, political engagement will be prioritised across all of our work – economic, cultural, development cooperation – and in particular in furthering Ireland's policy commitments on peace and security. This will become an increasingly significant function of the Embassy in light of Ireland's recent success in winning a non-permanent seat on the UN Security Council and the growing role of the African Union (AU) and regional bodies in shaping global peace and security policy.

African issues are likely to continue to dominate the UN Security Council agenda, accounting for approx. 70% of UNSC resolutions with Chapter VII mandates. It will therefore be of increasing importance that we have a good understanding of positions and dynamics at the AU Peace and Security Council. At the UN Security Council, Ireland will work to build peace, strengthen the prevention of conflict and ensure accountability under international humanitarian and human rights law. As a member of the European Union and a close partner of the African Union, Ireland will work to ensure that what the AU and the EU do in peacekeeping, crisis management and peace building will reinforce and complement the work of the UN.

In line with Ireland's National Action Plan on Women, Peace and Security, we will champion a leadership role for women in conflict prevention and peacebuilding processes, advancing the Women, Peace and Security agenda in collaboration with African partners and the African Union's Special Envoy on Women, Peace and Security.

Ethiopia itself plays a critical role in the Horn of Africa, as a key geopolitical and economic force, one of the largest hosts to refugees and transitory migrants, and a significant contributor to regional peacekeeping and peacebuilding efforts. As our engagement on the continent grows, the Embassy will play an important role in building Ireland's understanding of political, and peace and security issues across Africa, and informing our policy positions at international fora.

I. Function of the position:

The Senior Programme Manager: Peace and Security will assist the Embassy to deliver the following Mission priorities;

- Strengthen understanding of continental peace and security policy and specific country contexts through engagement with national and regional peace and security architectures (AU, IGAD), leading to greater capacity to promote policy priorities at the UN/UNSC and through the EU, furthering our contribution to peace and security across Africa
- Promote women's leadership roles in conflict prevention and peacebuilding processes, in collaboration with the African Union Special Envoy on Women, Peace and Security
- Support delivery of the African Peace and Security Agenda, including through support to the AU Peace and Security Department

- Support the South Sudan peace process, including through support to IGAD and strengthened engagement on peacebuilding policy
- Enhance understanding of Ireland's thematic priorities at the UNSC, including WPS, conflict and hunger, climate and security, and others as identified by HQ
- Deepen and expand relations with the AU through technical cooperation on strategic areas where Ireland has a specific expertise and experience, such as peacekeeping and regional economic integration
- Lessons learned on peacebuilding and Women, Peace and Security in Ethiopia are documented and used to inform our engagement in the region and our policy positions in multilateral fora
- Build and manage coordination networks and relationships, particularly with A3 and E10 members, that contribute to advancing Ireland's strategic priorities at the UNSC

Responsibilities of Peace and Security Senior Programme Manager

Strategy and Relationships

1. Provide strategic policy analysis of thematic and country specific peace and security issues in Africa, including positions and perspectives of the AU Peace and Security Council, and UNSC-AUPSC relations, and cover AU PSC meetings as necessary
2. Provide strategic and political analysis and recommendations for the delivery of Ireland's Mission Strategy objectives and priorities for peace and security, inputting into the Mission's Political Working Group.
3. As an EU member state, engage with the EU Delegation to the AU, especially in relation to peace and security issues and coordination with UN operations and the UN Security Council agenda. Support Mission engagement with the EU Special Envoy for the Horn of Africa and other EU high-level representatives.
4. Support and represent as necessary the Embassy's engagement with the AU Peace and Security Department, the Office of the AU Special Envoy for Women Peace and Security, the UN Liaison Office to the AU, the AU Partners Group, and other relevant AU departments and fora, including Addis-based UNSC coordination groups, as may arise.
5. Support and represent as necessary the Embassy's engagement with IGAD, the IGAD Partners Forum, IGAD Peace & Security Coordination Group, ISAP (Institutional Strengthening Action Plan) meetings, and other relevant IGAD departments and fora. Support embassy engagement related to South Sudan, e.g. the South Sudan Ambassadors group.
6. Develop and maintain relationships with Government of Ethiopia, other relevant UN Agencies and key interlocutors, NGOs and Civil Society organisations, development partners, and research institutes.
7. Support and participate in field missions as appropriate- e.g. to South Sudan.

Management and Administration

8. Manage the peace and security and regional institutions partnership portfolio in strict accordance with the Government of Ireland's financial procedures and regulations and approach to grant management. This will include regular monitoring visits/missions and developing associated follow up reports and action plans

9. Support requests for briefings, observations or information from DFA political division, Africa Unit, Multilateral Units, New York, Geneva and Brussels Permanent Representations, and other missions.
10. Support Irish high level political and other missions to Ethiopia, Africa Union or IGAD.
11. Work with partners in identifying programming, strategic, reputational, and fiduciary or other risks and, in line with Mission policies, coordinate with the financial and audit team to take swift action to address and mitigate any identified risks.
12. Oversee knowledge management from the peace and security and regional institutions portfolio and its contribution to wider Mission programming, particularly around good governance, social accountability, human rights, civil society and economic governance work in the Mission.

Learning and Evidence Building

13. As required, prepare, facilitate, coordinate and participate in evaluations, conferences, seminars as well as communities of practice or other activities related to support for peace and security programming.
14. Keep up to date with relevant international policy developments, best practices, approaches and frameworks related to regional and global peace and security, including women, peace and security, conflict and hunger, and climate and security.
15. Undertake other tasks and activities as requested.

II. Reporting to:

The Senior Programme Manager: Peace and Security reports to the Deputy Representative to the African Union. The role requires close collaboration with other Senior Programme Managers and the Political Working Group in particular.

III. Direct reports:

The Senior Programme Manager: Peace and Security has direct line management responsibility for the International Institutions Liaison Officer.

IV. Qualifications and Experience

Candidates must be extremely familiar with African peace and security architecture, objectives and strategies, principles and values especially in relation to the African Union and IGAD. Applicants will need to demonstrate that they have a well-established and positive track record working on policy development or operational activities with relevant institutions related to peace, security and stability in Africa including; women peace & security; conflict prevention, management and resolution; conflict early warning and response; peace-making, peace support operations, post conflict reconstruction and development; promotion of democracy, good governance and human rights, conflict and hunger, climate and security. An understanding of the challenges and opportunities for the relationship of the AU Peace and Security Council with the UN Security Council and the EU Political and Security Committee will be important.

Candidates will possess an extensive network of contacts relevant to the post's demands.

Education and technical and legal qualifications

1. Academic qualification (minimum Bachelor's Degree but preferably at Masters level) in a field such as International Studies, Political Science, Peace/Conflict Studies, Conflict Resolution, Law, Human Rights.
2. Excellent written and spoken English. High proficiency in written and spoken French and/or Arabic is also desirable.
3. Excellent computer skills including on Outlook, Word, Excel and PowerPoint.
4. Legal entitlement to live and work in Ethiopia prior to recruitment.

Experience, Knowledge and Skills

5. Five years of progressively responsible management experience in areas relevant to the requirements of this position.
6. Knowledge and understanding of theories, concepts and approaches and demonstrable practical experience within a relevant institution in peace and security, peacebuilding, peace keeping operations, conflict prevention, management and resolution, conflict early warning and response, or post conflict reconstruction.
7. Possess strong political analysis skills and an in-depth understanding of the political, economic and social context of the Horn of Africa and wider African continental and international levels.
8. Proven track record in the effective management of highly skilled teams, financial resources and monitoring, evaluation & learning processes.

Relationships and Team working

9. Demonstrate the ability to build positive and effective relationships and apply strong advocacy competencies with a wide range of stakeholders including across regional institutions, government institutions, civil society organizations, donor partners and multilateral agencies. Demonstrable experience working with stakeholders across different cultures will be highly valued.
10. Possess strong team working, communication and other personal effectiveness skills including task and time management, delegated instruction, work-flow prioritization and file control.
11. Ability to participate in the resolution of challenges including through team work, contributing to institutional capacity and improving internal ways of working
12. Good communication and negotiation skills, with an aptitude for external representation and networking.
13. Ability to provide high-level technical expertise and guidance to the Embassy's management and team across a range of relevant policy areas.
14. High degree of integrity

Knowledge of Ireland and DFAT policies

15. Good understanding of the policies and approaches of the Irish Department of Foreign Affairs and the Embassy of Ireland in Ethiopia.

V. Terms and Conditions

This position is on a fixed term contract, initially for a period of two years, subject to a probation period of 12 months. Remuneration will be provided at the base point of Grade One Plus of the Irish Aid Ethiopia salary grade scale, with starting monthly gross salary of €2,647.00

Last edited: 2 November 2020