



**UNITED NATIONS ASSISTANCE MISSION IN SOMALIA  
(UNSOM)**

**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  
READVERTISEMENT**

<b>DEADLINE FOR APPLICATIONS:</b>	<b>14 OCTOBER 2019</b>
<b>DATE OF ISSUANCE:</b>	<b>15 SEPTEMBER 2019</b>
<b>FUNCTIONAL TITLE:</b>	<b>ASSOCIATE GENDER AFFAIRS OFFICER</b>
<b>LEVEL:</b>	<b>NO-B</b>
<b>SECTION:</b>	<b>GENDER AFFAIRS</b>
<b>LOCATION:</b>	<b>MOGADISHU</b>
<b>DURATION OF CONTRACT:</b>	<b>ONE (1) YEAR FIXED TERM</b>
<b>VACANCY ANNOUNCEMENT NUMBER:</b>	<b>UNSOM/GEN/034/2019</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.

**Background**

Gender mainstreaming is one of the key principles guiding the work of UNSOM. The Integrated Gender Office (IGO), located within the Office of the SRSG, is providing overall guidance and oversight for the integration of gender and women, peace and security (WPS) agenda in the work of UNSOM. The position of Associate Gender Affairs Officer has been created to support mainstreaming of gender and WPS issues in the IGO in Mogadishu.

**Organizational Setting and Reporting Relationships:**

This position is located within the United Nations Assistance Mission in Somalia (UNSOM), Mogadishu. The incumbent will be based in Mogadishu and reports to the Head of the Integrated Gender Office.

**Description of Responsibilities**

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

- Assist the Senior Gender Advisor/Chief, IGO in the design and implementation of a mission-wide action plan, as appropriate, to translate existing policies and mandates on the promotion of gender equality in all activities of UNSOM and support delivery of appropriate training for different levels of personnel where required, to facilitate implementation of the plan.
- Carry out analyses and collation of information on gender equality issues, including collecting, analyzing and presenting statistical data and other information gathered from diverse sources to assist in the preparation of advice which may be provided by the section/unit to the management team, as a contribution towards the efforts of mainstreaming gender equality concerns by the mission, or in preparation for other work of the office, such as outreach programmes for training of national police, armed forces and to build and expand capacity for gender analysis and the design of gender-sensitive policies and programmes. Participate in and make contributions to the work of established inter-agency coordination mechanisms for gender mainstreaming such as the Gender Theme Group and UNSOM Gender Focal Points' network and partnership efforts with UN agencies that have complementary mandates for the promotion of women and girl's rights.

- Contribute to the support, liaison and partnerships with civil society organizations and women groups (including the Somali Women's Leadership Initiative (SWLI) and women's caucus at federal parliament and the regional assemblies) ensuring that all information and outreach activities of the mission reach and involve women as well as men. Undertake additional outreach activity in assigned areas, providing presentations and other inputs (e.g. articles, publications), and attending professional and NGO meetings.
- Assist the Chief of IGO/UNSOM Senior Gender Advisor with consultation as necessary with counterparts in the office of the DPPA and DPKO Senior Gender Advisors at UN Headquarters and with the office of the Special Adviser on Gender issues and the Advancement of Women in the UN Secretariat; contribute to the implementation of reporting obligations, documentation of good practices, the preparation of policy papers and related submissions for senior mission leaders and DPPA.
- Assist Heads of Office in monitoring resources, preparing or reporting on budgets and collating accountability documents specific to activities/events carried out on gender and WPS issues.
- Performs other duties as assigned by the supervisor.

#### **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.

#### **Qualifications**

**Education:** Advanced university degree (Master's degree or equivalent) in gender/women studies, law, international relations social studies or related area. A first level university degree with a relevant combination of academic qualifications and additional two (2) years' experience may be accepted in lieu of the advanced university degree.

**Experience:** At least two (2) 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 the United Nations Agencies is desirable.

**Language:** English and French are the working languages of the United Nations Secretariat. For these positions, fluency in English and Somali (both oral and written) is required.

**Other:** Computer skills, proficiency in MS Office and Internet.

**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 seven years. 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 PHP is on the <https://unsos.unmissions.org/jobs>. Applications submitted after the deadline **14 October 2019** will not be accepted.

**Curriculum Vitae (CVs) will not be accepted.**

**Email: [recruitment-unsoa@un.org](mailto: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, Passport and or National Identification Card. Please note Criminal Investigation Department (CID) and National Intelligence and Security Agency (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).**