



UNITED NATIONS ASSISTANCE MISSION IN SOMALIA (UNSO)



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

DEADLINE FOR APPLICATIONS	:	02 NOVEMBER 2017
DATE OF ISSUANCE	:	03 OCTOBER 2017
FUNCTIONAL TITLE	:	STAFF COUNSELLOR
LEVEL	:	NO-C
SECTION	:	OFFICE OF DIRECTOR
LOCATION	:	MOGADISHU
DURATION OF CONTRACT	:	ONE (1) YEAR FIXED TERM
VACANCY ANNOUNCEMENT NUMBER	:	UNSO/OD/025/2017

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 Mogadishu, Somalia. The incumbent will report to Head of the Staff Counselling Unit.

Duties and Responsibilities:

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

- Performs individual assessments in the case of individual staff members experiencing difficulty coping and/or presenting mental health-related symptoms or syndromes.
- Advises the Senior Staff Counsellor and other Personnel Officers, as necessary, on individual cases where an identified problem is likely to have professional, vocational and/or counselling effect (e.g. work-related problem/s due to a psychological problem, conflict resolution, need-oriented medication, etc.).
- Advises Chiefs of Section upon request, with the aim at improving the working atmosphere in their Section and resolving problems of a work-related or personal nature that 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.
- Assures, in conjunction with the Medical Services, 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.
- Establishes a link and liaises with the members of the Staff Welfare Committee and staff in Medical Services in order 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.
- Monitors 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.
- Develops, organizes and implements a stress management programme for such staff;
- Performs other duties as required.

Competencies:

Professionalism: 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; 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.

Team Work: 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.

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.

Work Experience: A minimum of (5) five years of progressively responsible 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. For this position, fluency in English and Somali (both oral and written) is required; knowledge of another UN language is an advantage.

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 (P.11) to the address mentioned below quoting vacancy announcement number on the subject line on or before the deadline. The P.11 is on the <https://unsos.unmissions.org/jobs>. Applications submitted after the deadline **November 2, 2017** will not be accepted. Curriculum Vitae (CVs) will not be accepted. Only shortlisted candidates will be contacted.

**Please quote, Vacancy Announcement Number and Functional Title in the subject of the
Email: recruitment-unsoa@un.org**

Kindly attach a copy of P11, Masters or Degree Certificate, Passport and or National Identification Card. These are required as part of your application for consideration of eligibility. 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).