

Job Title: Technical Specialist in Employment-Intensive Investment Policies and Programs



International
Labour
Organization

Grade: P4**Vacancy no.:** RAPS/3/2019/AF/01**Publication date:** 27 November 2019**Application deadline (midnight Geneva time):** 08 January 2020**Job ID:** 1889**Department:** RO-Africa**Organization Unit:** DWT/CO-Dakar**Location:** Dakar**Contract type:** Fixed Term

The following are eligible to apply:

- ILO Internal candidates in accordance with paragraphs 31 and 32 of Annex I of the Staff Regulations.
- External candidates.

Staff members with at least five years of continuous service with the Office are encouraged to apply and will be given special consideration at the screening and evaluation stage.

Applications from officials who have reached their age of retirement as defined in Article 11.3 of the Staff Regulations on or before 31 December 2017, or who have already separated from ILO service upon retirement or early retirement, will not be considered.

The ILO values diversity among its staff. We welcome applications from qualified women and men, including those with disabilities. If you are unable to complete our online application form due to a disability, please send an email to ilojobs@ilo.org.

Applications from qualified candidates from non- or under-represented member States, or from those member States which staffing forecasts indicate will become non- or under-represented in the near future, would be particularly welcome. A list of these countries can be found here: http://ilo.plateau.com/icontent/CUSTOM/ilo/HRD_PMDOCS/Non_Under_States_EN.pdf

Successful completion of the Assessment Centre is required for all external candidates.

Introduction

This position is located in the ILO Decent Work Technical Support Team for West Africa and Country Office for Senegal, Cabo Verde, the Gambia, Guinea and Guinea-Bissau, based in Dakar (DWT/CO-Dakar).

Under the supervision of the ILO Regional Office for Africa and in collaboration with technical departments at headquarters, the DWT/CO-Dakar provides integrated policy advice for the preparation, implementation, monitoring and evaluation of policies and programmes to promote decent work in Senegal, Cabo Verde, the Gambia, Guinea and Guinea-Bissau.

The Specialist will provide advisory services and technical assistance for the development of policies, strategies and programmes to promote employment in the area of employment-intensive investment programmes. He or she will promote the exchange of information and experience and provide support for institutional strengthening and training through the Decent Work Country Programmes (DWCPs) for Senegal.

The incumbent will report to the Director of the DWT/CO-Dakar. He or she will work in close collaboration with and will receive guidance and advice from the Development and Investment Branch (DEVINVEST) of the Employment Policy Department (EMPLOYMENT) at headquarters. He or she will be part of the Global Technical Team on Employment and will work closely with other technical specialists at the DWT/CO-Dakar and with the country offices in the geographical areas covered by the DWT/CO Dakar.

The Specialist will also work closely with other specialists in the African region and will provide technical support to development cooperation staff in countries in the subregion on issues pertaining to employment and employment-intensive investment.

Specific Duties

1. Provide advisory services to countries in West Africa in support of national policies and strategies to promote employment at the global and sectoral levels.
2. Organize advocacy work and support and defend in a number of forums the importance and the benefits of employment-intensive investments and technologies.
3. Advocate and support the channelling of investments towards creating more productive and decent jobs and improving people's access to basic goods and services, especially for the most disadvantaged groups.
4. Engage and support governments and the social partners in developing initiatives to create green jobs in support of the priorities of protecting the environment and adapting to climate change and the Sustainable Development Goals.
5. Provide technical support in the identification, design and advancement of development cooperation programmes, especially in the area of employment-intensive work.
6. Promote the exchange of information, experience and good practices at the national, subregional and regional levels and provide support to strengthen the capacities of different actors by promoting approaches based on the development of local resources: materials, production of goods and services and local workforce.
7. Develop employment-intensive reconstruction and resilience strategies and programmes in post-conflict situations.
8. Support ILO constituents in developing pilot and demonstration programmes designed to make the most of local resources and make optimal use of local labour, materials and production to carry out public works and community projects and produce goods.
9. Where possible, the Specialist will assist the ILO's tripartite constituents in institutional development and capacity building, with a view to promoting employment-intensive programmes and projects.

These specific duties are aligned with the relevant ILO generic job description, which includes the following generic duties:

Generic Duties

1. Design and promote a wide range of special subject-matter-related programmes, This involves: re-analysis of complex or conflicting data, statistics and information or policy guidelines, in a manner requiring the advanced application of principles of a recognised technical specialisation.
2. Develop and review an institutional framework, in which social partners can best improve, implement and evaluate efficient and equitable ILO action programmes.
3. Provide policy advice to ILO's constituents on institutional strengthening, the application of ILO standards and the promotion of development cooperation activities.
4. Formulate and submit project proposals and seek funding.
5. Evaluate the efficiency and effectiveness of the project activities.

6. Undertake technical advisory missions independently or in collaboration with other specialists.
7. Conduct seminars, workshops and technical meetings and training courses.
8. Prepare draft recommendations and guidelines for discussion and adoption as ILO Recommendations or Conventions on related technical fields.
9. Write manuals and/or training guides on related topics.
10. Disseminate information on programmes through publications and, press releases, as well as ensuring representation at donors' meetings, international, regional and national fora and advocacy campaigns.
11. Monitor and coordinate research carried out by junior technical officers and external collaborators.
12. Provide technical inputs to office documents (sectoral meetings, technical committees, regional meetings and conference reports).
13. Participate in tripartite reviews on development cooperation activities and international meetings and conferences.

Required qualifications

Education

Advanced university degree in civil or agricultural engineering.

Experience

Eight years of experience at the national level or five years at the international level.

Proven experience in managing employment-intensive investment programmes and public or community infrastructure projects. Experience in negotiating, developing, preparing, implementing, monitoring and evaluating projects in that area. Experience in policy issues relating to the adoption of the employment-intensive approach. Proven mastery of the technical, economic, social and environmental aspects of employment-intensive projects would be an advantage.

Languages

Excellent command of one official language (English, French and Spanish) of the Organization and working knowledge of a second official language of the Organization. Knowledge of Portuguese and/or Spanish would be an advantage.

Competencies

In addition to the ILO core competencies, this position requires:

Technical

Ability to synthesize research and reach empirically-based conclusions on related subjects. Ability to conduct, supervise and evaluate development cooperation projects in the area of public works and construction relating to social issues and employment. Ability to provide sound advice on best practices and to address broader issues beyond the field of specialization. Demonstrated technical expertise in formulating new concepts and methodologies, training materials, alternative courses of action and project proposals. Ability to design and synthesize strategies for programme development in member States. Ability to prepare policy documents, technical publications, reports, draft resolutions, recommendations and standards, and to evaluate and monitor development cooperation activities and projects. Ability to work in a team and maintain good working relationships both inside and outside the office. Ability to undertake frequent missions, sometimes to localities with difficult working conditions. Knowledge of standard IT tools and software.

Behavioural

Ability to work in a multicultural environment and to demonstrate gender-sensitive and non-discriminatory behaviour and attitudes.

Conditions of employment

- Any appointment/extension of appointment is subject to ILO Staff Regulations and other relevant internal rules. Any offer of employment with the ILO is conditional upon certification by the ILO Medical Adviser that the person concerned is medically fit to perform the specific inherent requirements of the position offered. In order to confirm an offer from the ILO the successful candidate will be required to undergo a medical examination.
- The first contract will be issued for a twenty-four month period.
- A successful external candidate will be on probation for the first two years of assignment.
- Any extension of contract beyond the probation period is subject to satisfactory conduct and performance.

For more information on conditions of employment, please

visit: http://ilo.plateau.com/icontent/CUSTOM/ilo/HRD_PMDOCS/Emp_Conds_EN.pdf

Recruitment process

Please note that all candidates must complete an on-line application form. To apply, please visit ILO People. The system provides instructions for online application procedures.

Evaluation (which may include one or several written tests and a pre-interview competency-based assessment centre) and the interviews will tentatively take place during the 3 to 4 months following the application deadline. Candidates are requested to ensure their availability should they be short listed for further consideration.

Depending on the location and availability of candidates, assessors and interview panel members, the ILO may use communication technologies such as Skype, Video or teleconference, e-mail, etc for the assessment and evaluation of candidates at the different stages of the recruitment process, including assessment centres, technical tests or interviews.

Fraud warning

The ILO does not charge any fee at any stage of the recruitment process whether at the application, interview, processing or training stage. Messages originating from a non ILO e-mail account - @ilo.org - should be disregarded. In addition, the ILO does not require or need to know any information relating to the bank account details of applicants.