



Ref. No.: HRSS/15/09/1312/zt

TEMPORARY JOB OPENING ANNOUNCEMENT

P-5	Chief, Technology Officer
TJO Grade Level	Functional Title
Economic Commission for Africa/ Public Information and Knowledge Management Division	
Department/Office/Division/ Service/Section	
14/09/2015	20/09/2015
Date of issue (DD/MM/YY)	Deadline (DD/MM/YYYY)

Duty Station:	Addis Ababa	Estimated Start Date:	Effective immediately
Duration of need:	Three Months	Possibility of Extension	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>

DUTIES AND RESPONSIBILITIES

This position is located in the Economic Commission for Africa (ECA) in the Public Information and Knowledge Management Division (PIKMD) in Addis Ababa, Ethiopia. The incumbent reports to the Director of PIKMD.

Within delegated authority, Chief Technology Officer is responsible for the following duties:

- Leads and directs ECA's information systems officers and information technology officers; plans and allocates work assignments; coaches, mentors, and evaluates staff; participates in recruitment and selection of new staff and in the development of training programs.
- Conceptualizes, develops strategy for and oversees the design and implementation of ECA's major systems initiatives; manages/oversees multiple, concurrent and often disparate tasks for projects that often involve innovative applications, dissimilar systems, as well as databases and highly complex system integration and linkages.
- Provides authoritative technical and policy advice to senior managers on systems development in a changing business environment and the implications of various alternatives, on business applications and other related issues; identifies and plans for future needs; develops and disseminates best practices.
- Manages procurements, including conducting needs assessments and benchmarks, preparing bid documents and arranging contracts; supervises, coordinates and negotiates the services required to enable the management and operation of interdependent administrative, financial, human resources and other information systems.
- Develops and monitors performance measures; ensures that services and support provided by the Section meet established time and cost parameters and standards of technical quality.
- Sets up, controls and oversees Helpdesk support services.
- Prepares and monitors the budget, work program, and spending plan.
- Develops innovative solutions to resolve intricate problems that impact a critical area of the organization's work.
- Ensures the development of standards, procedures and practices to ensure a stable and effective systems environment.

COMPETENCIES

- **Professionalism:** Knowledge of systems design, and development, management, implementation and maintenance of complex information systems. Ability to develop and oversee large centralized or decentralized institutional systems; conceptual and strategic analytical capacity to understand information system and business operational issues so as to thoroughly analyze and evaluate critical systems matters. Knowledge of a range of computer languages and development paradigms, knowledge of organization's information infrastructure and IT strategy as it relates to user area(s). Ability to integrate knowledge with broader strategic, policy and operational objectives. Ability to advise senior management on complex systems development and related matters of significant importance to the institution; conceptual and strategic analytical capacity to understand information system and business operational issues so as to thoroughly analyze and evaluate critical systems matters. Ability to improve processes and approaches; demonstrates adaptability to changing priorities. Knowledge of organization's information infrastructure and IT strategy as it relates to user area(s); strong negotiating skills and ability to influence others to reach agreement on difficult 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. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.
- **Planning & Organizing:** Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.
- **Accountability:** Takes ownership of all responsibilities and honours commitments; delivers outputs for which one has responsibility within prescribed time, cost and quality standards; operates in compliance with organizational regulations and rules; supports subordinates, provides oversight and takes responsibility for delegated assignments; takes personal responsibility for his/her own shortcomings and those of the work unit, where applicable.
- **Leadership:** Serves as a role model that other people want to follow: empowers others to translate vision into results; is proactive in developing strategies to accomplish objectives; establishes and maintains relationships with a broad range of people to understand needs and gain support; anticipates and resolves conflicts by pursuing mutually agreeable solutions; drives for change and improvements; does not accept the status quo; shows the courage to take unpopular stands. Provides leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work; demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing.
- **Managing Performance:** Delegates the appropriate responsibility, accountability and decision-making authority; makes sure that roles, responsibilities and reporting lines are clear to each staff member; accurately judges the amount of time and resources needed to accomplish a task and matches task to skills; monitors progress against milestones and deadlines; regularly discusses performance and provides feedback and coaching to staff; encourages risk-taking and supports creativity and initiative; actively supports the development and career aspirations of staff; appraises performance fairly.

QUALIFICATIONS

Experience: A minimum of ten years of progressively responsible experience in planning, design, development, implementation and maintenance of computer information systems or related area is required. Experience in maintaining up-to-date knowledge of ICT technological applications that could potentially be adopted by ECA, including future projections on the potentials of current and new technologies in the African context, is highly desirable.

Education: Advanced university degree (Master's degree or equivalent) in computer science, information systems, mathematics, statistics or related field. A first-level university degree in combination with additional two years of qualifying experience may be accepted in lieu of the advanced university degree.

Language: Fluency in one of the working languages of the UN Secretariat, English or French, (both oral and written) is required; knowledge of the other is desirable. Knowledge of another UN official language is an advantage.

SPECIAL NOTICE

IMPORTANT: Complete the application, P-11 form, available on the www.uneca.org webpage. No other version of CV will be accepted. All applications must be sent to RecruitmentPost@uneca.org to receive consideration for employment.

When sending your application, please state in the subject line which position you are interested in as indicated below. Do not send general applications.

The human resources office will evaluate your application to ensure that you meet the minimum qualifications of the position and will provide the hiring manager with a list of eligible candidates.

Only those applicants who are being considered will be contacted for an interview.

PLEASE NOTE THAT APPLICATIONS RECEIVED AFTER THE DEADLINE WILL NOT BE ACCEPTED

DOCUMENTS REQUIRED:

- | | |
|-------------------------------------|--|
| <input checked="" type="checkbox"/> | Cover Letter |
| <input checked="" type="checkbox"/> | Personal History Profile (visit https://inspira.un.org to generate a PHP) |
| <input checked="" type="checkbox"/> | Last two completed Performance Appraisal or two Reference Letters for external applicants |
| <input type="checkbox"/> | Other: |

ALL SUBMISSIONS TO BE SENT TO RecruitmentPost@uneca.org

Subject line: - [TJO](#), Chief, [Technology Officer](#), [ICTSS/PIKMD](#), P-5, [HRSS/15/09/1312/zt](#)

Notes:

- A current staff member who holds a **fixed-term, permanent or continuing appointment** may apply for temporary positions no more than one level above his or her current grade. However, a current staff member who holds an appointment at the G-6 or G-7 level may also apply to temporary positions in the Professional category up to and including the P-3 level, subject to meeting all eligibility and other requirements for the position. A staff member holding a **temporary appointment** shall be regarded as an external candidate when applying for other positions, and may apply for other temporary positions at any level, subject to staff rule 4.16 (b) (ii). Therefore, a staff member holding a temporary appointment in the General Service or related categories may only apply to positions within those categories. For full information on eligibility requirements, please refer to section 5 of [ST/AI/2010/4/Rev.1](#) on Temporary Appointments. In its resolution 66/234, the General Assembly further "*stressed that the Secretary-General should not*

recur to the practice of temporarily filling posts in the Professional and higher categories with General Service staff members who have not passed the General Service to Professional category examination other than on an exceptional basis, and requests the Secretary-General to ensure that temporary occupation of such posts by the General Service staff shall not exceed a period of one year, effective 1 January 2013...” Consequently, eligible candidates in the General Service or related categories for temporary job openings in the Professional category that have not passed the competitive examination may be selected only on an exceptional basis endorsed by the Office of Human Resources Management where no other suitable candidate could be identified.

- While this temporary assignment may provide the successful applicant with an opportunity to gain new work experience, the selection for this position is for a limited period and has no bearing on the future incumbency of the post. An external candidate selected for this position is bound by the prevailing condition of the staff selection system under ST/AI/2010/3, as amended, and ST/AI/2010/4/Rev.1. A staff member holding a temporary appointment who is recruited in the Professional and above categories on a temporary appointment, and placed on a position authorized for one year or longer may not apply for or be reappointed to his/her current position within six months of the end of his/her current service. This provision does not apply to staff members holding temporary appointments and placed on positions authorized for one year or more in duty stations authorized for peacekeeping operations or special political missions.
- The expression “Internal candidates”, shall mean staff members who have been recruited after a competitive examination under staff rule 4.16 or after the advice of a central review body under staff rule 4.15.
- Please note that candidates will be required to meet the requirements of Article 101, paragraph 3, of the Charter as well as the requirements of the position. The United Nations is committed to the highest standards of efficiency, competence and integrity for all its human resources, including but not limited to respect for international human rights and humanitarian law. Candidates may be subject to screening against these standards, including but not limited to whether they have committed, or are alleged to have committed criminal offences and/or violations of international human rights law and international humanitarian law.
- For information on special post allowance, please refer to ST/AI/1999/17. For more details on the administration of temporary appointments, please refer to ST/AI/2010/4/Rev.1.
- The Staff Regulations, Staff Rules and administrative issuances governing staff appointments can be viewed at: http://www.un.org/hr_handbook/English .