

UNITED NATIONS		NATIONS UNIES
		Ref. No.: HRSS/15/10/1776

TEMPORARY JOB OPENING

P-5	Senior Regional Advisor - Macroeconomic Policy		
TJO Grade Level	Functional Title		
Economic Commission for Africa (ECA)/ Capacity Development Division (CDD)			
Department/Division/ Section			
Economic Affairs			
Occupational Group			
30 October 2015 – 6 November 2015			
Duration of Publication			
Service/Section:	CDD	Duty Station:	Addis Ababa
Duration:	Six Months	Open to Externals	Yes
Possibility of Extension:	Yes		

ORGANIZATIONAL SETTINGS

This position is located in the Economic Commission for Africa (ECA) in the Capacity Development Division (CDD) in Addis Ababa, Ethiopia. The incumbent works under the overall guidance of the Director of CDD and the direct supervision of the Principal Regional Advisor, Development Planning.

DUTIES AND RESPONSIBILITIES

Within delegated authority, the Senior Regional advisor will be responsibility for the following duties:

- Provide technical advisory services on policies and strategies relating to the design of national macroeconomic frameworks.
- Support Member States to design growth friendly macroeconomic frameworks taking into account appropriate fiscal, monetary exchange rate, capital account policy tools and instruments for managing inflation and debt profiles.
- Develop national capacities in macroeconomic policy making in ECA Member States through the design of structures, the ability to assess risks and challenges and to monitor and evaluate outcomes according to the specified indicators.
- Prepare position papers and technical studies on macroeconomic developments in member States based on ECA analytical work.
- Support member States to harmonize their national macroeconomic policies particularly in the context of regional criteria for convergence.
- Perform other duties as assigned.

COMPETENCIES

- **Professionalism:** Has expert knowledge of the substantive field of work in general and in the specific areas being supervised; has proven ability to produce reports and documents on such issues and to review and edit the work of others. Is able to manage the work of a team requiring an in-depth understanding of its strategic direction and is able to integrate the work of the Section into the work programme of UNECA. Is able to provide expert advice on substantive issues and to defend and explain difficult issues with respect to key decisions and positions to staff, senior official and members of the intergovernmental bodies. 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 insuring 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.
- **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.
- **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.
- **Judgment/decision making:** Identifies the key issues in a complex situation, and comes to the heart of the problem quickly; gathers relevant information before making a decision; considers positive and negative impacts of decisions prior to making them; takes decisions with an eye to the impact on others and on the Organization; proposes a course of action or makes a recommendation based on all available information; checks assumptions against facts; determines the actions proposed will satisfy the expressed and underlying needs for the decision; makes tough decisions when necessary.

QUALIFICATIONS

Education:

Advanced university degree (Master's degree or equivalent) in economics or related field. A first-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. A PhD is an advantage.

Experience:

A minimum of ten years of progressively responsible experience in the field of economic policy analysis, gained through involvement in policy research, formulation and advisory at national and sub-regional levels, as well as programme development and management is required. Knowledge of African economies is desirable.

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.

HOW TO APPLY

DOCUMENTS REQUIRED:

- Cover Letter
- Personal History Profile (visit <https://inspira.un.org> to generate a PHP)
- Employment verification letter from most recent employer (for external applicants)**
- Last two completed Performance Appraisal or two Reference Letters for external applicants**
- Other:

ALL SUBMISSIONS TO BE SENT TO: RecruitmentPPost@uneca.org

Subject line: P5, Senior Regional Advisor - Macroeconomic Policy

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.
- Subject to the funding source of the position, this temporary job opening may be limited to candidates based at the duty station.
- 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 .