
IMPROVING HUMAN WELLBEING THROUGH ENHANCED ANIMAL HEALTH, PRODUCTION, TRADE AND MARKETING AU/IBAR



The African Union's Interafrican Bureau for Animal Resources (AU/IBAR) is a specialized technical office reporting to the Department of Rural Economy and Agriculture of the AU Commission. The institution is mandated to support and coordinate the improvement of livestock as a resource for human wellbeing in the Member States of the African Union and contribute to economic development, particularly in rural areas. AU/IBAR approaches livestock development from three strategic angles: animal health, animal production and trade and marketing of animals and animal products.

Vacancy Announcement

AU/IBAR is seeking the services of a Thematic **Team Leader** to provide leadership and managerial coordination of activities in the field of Transboundary Animal Diseases and Zoonoses. This position is funded through the **EC funded Support Program to the AUC**

POST LEVEL: P4 Step 5 (USD 94,928 p.a)

IMMEDIATE SUPERVISOR: Director, AU-IBAR

TYPE: Short term contract

DEADLINE FOR APPLICATIONS: 15 January 2010

DATE OF ISSUANCE: 10 December 2009

DUTY STATION: Nairobi/Kenya

The initial appointment will be for 12 months including a 3 months probation period. Contract extension will be subject to performance and availability of funding.

Major duties and responsibilities

To foster the leading role of IBAR as the engine for the management of TADs and zoonoses in Africa, and drives the continental agenda of sustained capacity building for effective service delivery by Africa's veterinary services encompassing the 'One World, One Health' strategic vision, the incumbent will:

- Provide strategic management and leadership for the Strategic thematic area.
- Ensure delivery of high-quality outputs, outcomes and impacts through effective management of diverse, inter-disciplinary teams and partnerships which may be geographically distributed and will invariably involve multiple partner organizations.
- Ensure effective linkages, collaborations and exploitation of synergies among IBAR's strategic thematic areas
- Initiate and supervise the implementation of projects/actions under the thematic area
- Assuring the goals and milestones of projects are in alignment with those of the thematic area
- Assuring systems are in place to effectively plan, coordinate, and assess outputs and deliverables of projects against goals and work plans
- Supervising staff and their implementation of work plans (and especially the monitoring of milestone outputs and dates) and managing and ensuring equity in the annual performance appraisal for these staff
- Planning and managing overall finance and administration including preparation of Annual Work Plans and Budgets, managing expenditures against approved budgets, and preparation of progress reports.

- Identify strategic partnership opportunities and lead the development and strengthening of collaborative projects with such partners
- Work closely with Project Leaders within the thematic area and IBAR Director to provide strategic direction for the thematic area's resource mobilization efforts. Lead, participate in, and support specific resource mobilization activities including donor identification and relations management and proposal development
- As a senior member of IBAR, contribute to the overall management and direction of IBAR operations.
- Perform other duties as required and/or assigned by IBAR Director

Qualifications

At least an advanced degree (Msc) in veterinary medicine preferably Ph.D or equivalent required. Sound knowledge of tropical animal health and appropriate specialisation in veterinary epidemiology, infectious diseases, zoonoses, pathology, veterinary public health, clinical medicine, laboratory sciences or any other relevant animal health technical field. A first level university degree with a relevant combination of academic qualifications and experience may be accepted in lieu of the advanced university degree.

Experience

Strong background and experience managing development programs in the field of transboundary animal diseases and zoonosis, involving multiple stakeholders and influencing policy and policy-making processes that underpin disease control required. Experience must include work that generated targeted outcomes and impacts. More specifically the incumbent should have:

- Strong development and management experience at middle to senior level, progressively over at least 10 years, including
 - o leading, coaching, and managing multi-disciplinary project teams at multiple sites,
 - o delivery of high quality outputs and impacts
 - o proven track record of supporting diversity of staff
 - o establishing a strong service orientation towards partners and stakeholders
- Experience in building effective partnerships and strategic alliances.
- Managing successful fund-raising efforts, including development of funding proposals, contracts and/or grants.
- Excellent visionary and leadership qualities essential
- Team leading, coaching and facilitation skills
- Effective strengthening of partnerships and collaborations.
- Excellent interpersonal skills required, including ability to effectively lead and manage people from diverse backgrounds and disciplines.
- Previous work experience in national and regional institutions and consortia in Africa (or other developing regions of the world)
- Knowledge/familiarity with AU and/or international development organizations and/or the functioning of inter-governmental processes

Competencies

- Professionalism - Proven expertise in animal production science, policy formulation and advocacy related to animal production and sustainable development; demonstrated in-depth technical knowledge and proven analytical skills on issues related to animal production and sustainable development;

- Planning and organising - Proven ability to plan and organise work within a project; ability to make timely decisions;
- Communication - Effective written, oral and presentation skills, particularly ability to present information in a concise and accurate manner; ability to develop consensus among people with varying points of view.
- Teamwork: Excellent interpersonal skills and ability to operate effectively across organisational boundaries; ability to establish and maintain effective working relations with people of different national and cultural backgrounds with respect for diversity.
- Judgement/Decision-making - Good judgement and initiative, imagination and resourcefulness, energy and tact, ability to ensure an effective work structure to maximise productivity and achieve institution's goals.

Language Requirement

Proficiency in one of the African Union's working languages. Knowledge of other working languages would be an added advantage.

Other Skills

- Well-developed computer skills including word processing, spreadsheet applications and use of the Internet are required.
- Record of relevant publications is highly desirable.

How to apply

Submit your CV including three references and a motivation letter to the Director at applications@au-ibar.org clearly indicating in the subject line the position you are applying for. Certified copies of relevant qualifications will be requested at later stage and only short-listed candidates will be notified.

For more information on AU/IBAR and the position visit www.au-ibar.org

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AU/IBAR

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Vacancy Announcement

AU/IBAR is seeking the services of a **Thematic Team Leader** to provide leadership and managerial coordination of activities in the field of **Natural Resources Management**. This position is funded through the **EC funded Support Program to the AUC**

POST LEVEL: P4 Step 5 (USD 94,928 p.a)

IMMEDIATE SUPERVISOR: Director, AU-IBAR

TYPE: Short term contract

DEADLINE FOR APPLICATIONS: 15 January 2010

DATE OF ISSUANCE: 10 December 2009

DUTY STATION: Nairobi/Kenya

The initial appointment will be for 12 months including a 3 months probation period. Contract extension will be subject to performance and availability of funding.

Major duties and responsibilities

In a view to catalyse the development of policies and actions that will lead to the sustainable use and management of animal resources and the resource base on which they depend, the incumbent will:

- Provide strategic management and leadership for the Strategic thematic area.
- Ensure delivery of high-quality outputs, outcomes and impacts through effective management of diverse, inter-disciplinary teams and partnerships which may be geographically distributed and will invariably involve multiple partner organizations.
- Ensure effective linkages, collaborations and exploitation of synergies among IBAR's strategic thematic areas
- Initiate and supervise the implementation of projects/actions under the thematic area
- Assuring the goals and milestones of projects are in alignment with those of the thematic area
- Assuring systems are in place to effectively plan, coordinate, and assess outputs and deliverables of projects against goals and work plans
- Supervising staff and their implementation of work plans (and especially the monitoring of milestone outputs and dates) and managing and ensuring equity in the annual performance appraisal for these staff

- Planning and managing overall finance and administration including preparation of Annual Work Plans and Budgets, managing expenditures against approved budgets, and preparation of progress reports.
- Identify strategic partnership opportunities and lead the development and strengthening of collaborative projects with such partners
- Work closely with Project Leaders within the thematic area and IBAR Director to provide strategic direction for the thematic area's resource mobilization efforts. Lead, participate in, and support specific resource mobilization activities including donor identification and relations management and proposal development
- As a senior member of IBAR, contribute to the overall management and direction of IBAR operations.
- Perform other duties as required and/or assigned by IBAR Director

Qualifications

At least an advanced degree (Msc) preferably Ph.D. required in natural resource, environmental, social or agricultural (including animal) sciences, animal genetic resources management or related field. A first level university degree with a relevant combination of academic qualifications and experience may be accepted in lieu of the advanced university degree

Experience

Strong background and experience in development programs that deals with the interactions of livestock and the natural systems in which they operate, as well as experience in integrated NRM required. Experiences with agricultural systems approach and challenges associated with NRM in agricultural systems dominated by poor producers are essential. More specifically the incumbent should have:

- Strong development and management experience at middle to senior level, progressively over at least 10 years,
- Experience in building effective partnerships and strategic alliances.
- Managing successful fund-raising efforts, including development of funding proposals, contracts and/or grants.
- Excellent visionary and leadership qualities essential
- Team leading, coaching and facilitation skills
- Effective strengthening of partnerships and collaborations.
- Excellent interpersonal skills required, including ability to effectively lead and manage people from diverse backgrounds and disciplines.
- Previous work experience in national and regional institutions and consortia in Africa (or other developing regions of the world)
- Knowledge/familiarity with AU and/or international development organizations and/or the functioning of inter-governmental processes

Competencies

- Professionalism - Proven expertise in animal production science, policy formulation and advocacy related to animal production and sustainable development; demonstrated in-depth technical knowledge and proven analytical skills on issues related to animal production and sustainable development;
- Planning and organising - Proven ability to plan and organise work within a project; ability to make timely decisions;

- Communication - Effective written, oral and presentation skills, particularly ability to present information in a concise and accurate manner; ability to develop consensus among people with varying points of view.
- Teamwork: Excellent interpersonal skills and ability to operate effectively across organisational boundaries; ability to establish and maintain effective working relations with people of different national and cultural backgrounds with respect for diversity.
- Judgement/Decision-making - Good judgement and initiative, imagination and resourcefulness, energy and tact, ability to ensure an effective work structure to maximise productivity and achieve institution's goals.

Language Requirement

Proficiency in one of the African Union's working languages. Knowledge of other working languages would be an added advantage.

Other Skills

- Well-developed computer skills including word processing, spreadsheet applications and use of the Internet are required.
- Record of relevant publications is highly desirable.

How to apply

Submit your CV including three references and a motivation letter to the Director at applications@au-ibar.org clearly indicating in the subject line the position you are applying for. Certified copies of relevant qualifications will be requested at later stage and only short-listed candidates will be notified.

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Vacancy Announcement

AU/IBAR is seeking the services of a **Thematic Team Leader** to provide leadership and managerial coordination of activities in the field of **investment opportunities and competitiveness in animal resources**. This position is funded through the **EC funded Support Program to the AUC**

POST LEVEL: P4 Step 5 (USD 94,928 p.a)

IMMEDIATE SUPERVISOR: Director, AU-IBAR

TYPE: Short term contract

DEADLINE FOR APPLICATIONS: 15 January 2010

DATE OF ISSUANCE: 10 December 2009

DUTY STATION: Nairobi/Kenya

The initial appointment will be for 12 months including a 3 months probation period. Contract extension will be subject to performance and availability of funding.

Major duties and responsibilities

With the aim of improving public and private sector investments in animal resources in Africa and enhancing the competitiveness of African animal products at the national, regional and global levels, the incumbent will:

- Provide strategic management and leadership for the Strategic thematic area.
- Ensure delivery of high-quality outputs, outcomes and impacts through effective management of diverse, inter-disciplinary teams and partnerships which may be geographically distributed and will invariably involve multiple partner organizations.
- Ensure effective linkages, collaborations and exploitation of synergies among IBAR's strategic thematic areas
- Initiate and supervise the implementation of projects/actions under the thematic area
- Assuring the goals and milestones of projects are in alignment with those of the thematic area
- Assuring systems are in place to effectively plan, coordinate, and assess outputs and deliverables of projects against goals and work plans
- Supervising staff and their implementation of work plans (and especially the monitoring of milestone outputs and dates) and managing and ensuring equity in the annual performance appraisal for these staff
- Planning and managing overall finance and administration including preparation of Annual Work Plans and Budgets, managing expenditures against approved budgets, and preparation of progress reports.

- Identify strategic partnership opportunities and lead the development and strengthening of collaborative projects with such partners
- Work closely with Project Leaders within the thematic area and IBAR Director to provide strategic direction for the thematic area's resource mobilization efforts. Lead, participate in, and support specific resource mobilization activities including donor identification and relations management and proposal development
- As a senior member of IBAR, contribute to the overall management and direction of IBAR operations.
- Perform other duties as required and/or assigned by IBAR Director

Qualifications

At least an advanced degree (Msc) preferably Ph.D in agricultural economics; animal science; or related fields. Ph.D. in non-related discipline with appropriate relevant experience will be considered. A first level university degree with a relevant combination of academic qualifications and experience may be accepted in lieu of the advanced university degree.

Experience

Broad experience in, and understanding of, the role of livestock production in poverty alleviation, livestock trade and development in the developing world, market access issues, especially strategies for empowerment of smallholders to access high value markets required. Experience with the broad issues and challenges associated with poverty and poverty alleviation essential. Experience in developing and implementing strategies for influencing public and private sector investments essential. Experience in developing and implementing evidence-based advocacy processes preferred. More specifically the incumbent should have:

- Strong development and management experience at middle to senior level, progressively over at least 10 years, including
 - o leading, coaching, and managing multi-disciplinary project teams at multiple sites,
 - o delivery of high quality outputs and impacts
 - o proven track record of supporting diversity of staff
 - o establishing a strong service orientation towards partners and stakeholders
- Experience in building effective partnerships and strategic alliances.
- Managing successful fund-raising efforts, including development of funding proposals, contracts and/or grants.
- Excellent visionary and leadership qualities essential
- Team leading, coaching and facilitation skills
- Effective strengthening of partnerships and collaborations.
- Excellent interpersonal skills required, including ability to effectively lead and manage people from diverse backgrounds and disciplines.
- Previous work experience in national and regional institutions and consortia in Africa (or other developing regions of the world)
- Knowledge/familiarity with AU and/or international development organizations and/or the functioning of inter-governmental processes

Competencies

- Professionalism - Proven expertise in animal production science, policy formulation and advocacy related to animal production and sustainable development; demonstrated in-depth technical

knowledge and proven analytical skills on issues related to animal production and sustainable development;

- Planning and organising - Proven ability to plan and organise work within a project; ability to make timely decisions;
- Communication - Effective written, oral and presentation skills, particularly ability to present information in a concise and accurate manner; ability to develop consensus among people with varying points of view.
- Teamwork: Excellent interpersonal skills and ability to operate effectively across organisational boundaries; ability to establish and maintain effective working relations with people of different national and cultural backgrounds with respect for diversity.
- Judgement/Decision-making - Good judgement and initiative, imagination and resourcefulness, energy and tact, ability to ensure an effective work structure to maximise productivity and achieve institution's goals.

Language Requirement

Proficiency in one of the African Union's working languages. Knowledge of other working languages would be an added advantage.

Other Skills

- Well-developed computer skills including word processing, spreadsheet applications and use of the Internet are required.
- Record of relevant publications is highly desirable.

How to apply

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Vacancy Announcement

AU/IBAR is seeking the services of a **Thematic Team Leader** to provide leadership and managerial coordination of activities in the field of **Standards and Regulations**. This position is funded through the **EC funded Support Program to the AUC**

POST LEVEL: P4 Step 5 (USD 94,928 p.a)

IMMEDIATE SUPERVISOR: Director, AU-IBAR

TYPE: Short term contract

DEADLINE FOR APPLICATIONS: 15 January 2010

DATE OF ISSUANCE: 10 December 2009

DUTY STATION: Nairobi/Kenya

The initial appointment will be for 12 months including a 3 months probation period. Contract extension will be subject to performance and availability of funding.

Major duties and responsibilities

To strengthen Africa's ability to set and adhere to essential production and trade standards relevant for animals and animal products (SPS, food safety and quality standards, and certification systems) that facilitate competitiveness of African animal producers to enter higher value markets – within and beyond the continent, the incumbent will:

- Provide strategic management and leadership for the Strategic thematic area.
- Ensure delivery of high-quality outputs, outcomes and impacts through effective management of diverse, inter-disciplinary teams and partnerships which may be geographically distributed and will invariably involve multiple partner organizations.
- Ensure effective linkages, collaborations and exploitation of synergies among IBAR's strategic thematic areas
- Initiate and supervise the implementation of projects/actions under the thematic area
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- Assuring systems are in place to effectively plan, coordinate, and assess outputs and deliverables of projects against goals and work plans
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- Planning and managing overall finance and administration including preparation of Annual Work Plans and Budgets, managing expenditures against approved budgets, and preparation of progress reports.
- Identify strategic partnership opportunities and lead the development and strengthening of collaborative projects with such partners
- Work closely with Project Leaders within the thematic area and IBAR Director to provide strategic direction for the thematic area's resource mobilization efforts. Lead, participate in, and support specific resource mobilization activities including donor identification and relations management and proposal development
- As a senior member of IBAR, contribute to the overall management and direction of IBAR operations.
- Perform other duties as required and/or assigned by IBAR Director
-

Qualifications

At least an advanced degree (Msc) preferably Ph.D required in animal health with an appropriate specialisation in food safety, or any other field. A first level university degree with a relevant combination of academic qualifications and experience may be accepted in lieu of the advanced university degree.

Experience

Strong background and experience in SPS, assessment studies, strategic planning and project design, management and implementation in developing countries, and preferably at regional/continental levels. Good knowledge of procedures and mechanisms of the WTO SPS Agreement and of International Standards-setting Organizations like OIE and Codex *Alimentarius* Commission. More specifically the incumbent should have:

- Strong development and management experience at middle to senior level, progressively over at least 10 years, including
 - o leading, coaching, and managing multi-disciplinary project teams at multiple sites,
 - o delivery of high quality outputs and impacts
 - o proven track record of supporting diversity of staff
 - o establishing a strong service orientation towards partners and stakeholders
- Experience in building effective partnerships and strategic alliances.
- Managing successful fund-raising efforts, including development of funding proposals, contracts and/or grants.
- Excellent visionary and leadership qualities essential
- Team leading, coaching and facilitation skills
- Effective strengthening of partnerships and collaborations.
- Excellent interpersonal skills required, including ability to effectively lead and manage people from diverse backgrounds and disciplines.
- Willingness and ability to travel regionally and/or internationally.
- Previous work experience in national and regional institutions and consortia in Africa (or other developing regions of the world)
- Knowledge/familiarity with AU and/or international development organizations and/or the functioning of inter-governmental processes

Competencies

- Professionalism - Proven expertise in animal production science, policy formulation and advocacy related to animal production and sustainable development; demonstrated in-depth technical knowledge and proven analytical skills on issues related to animal production and sustainable development;
- Planning and organising - Proven ability to plan and organise work within a project; ability to make timely decisions;
- Communication - Effective written, oral and presentation skills, particularly ability to present information in a concise and accurate manner; ability to develop consensus among people with varying points of view.
- Teamwork: Excellent interpersonal skills and ability to operate effectively across organisational boundaries; ability to establish and maintain effective working relations with people of different national and cultural backgrounds with respect for diversity.
- Judgement/Decision-making - Good judgement and initiative, imagination and resourcefulness, energy and tact, ability to ensure an effective work structure to maximise productivity and achieve institution's goals.

Language Requirement

Proficiency in one of the African Union's working languages. Knowledge of other working languages would be an added advantage.

Other Skills

- Well-developed computer skills including word processing, spreadsheet applications and use of the Internet are required.
- Record of relevant publications is highly desirable.

How to apply

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Vacancy Announcement

AU/IBAR is seeking the services of a **Thematic Team Leader** to provide leadership and managerial coordination of activities in the field of **knowledge management**. This position is funded through the **EC funded Support Program to the AUC**

POST LEVEL: P4 Step 5 (USD 94,928 p.a)

IMMEDIATE SUPERVISOR: Director, AU-IBAR

TYPE: Short term contract

DEADLINE FOR APPLICATIONS: 15 January 2010

DATE OF ISSUANCE: 10 December 2009

DUTY STATION: Nairobi/Kenya

The initial appointment will be for 12 months including a 3 months probation period. Contract extension will be subject to performance and availability of funding.

Major duties and responsibilities

To improve knowledge management in animal resources to facilitate informed and timely decision-making, the incumbent will,

- Provide strategic management and leadership for the Strategic thematic area.
- Ensure delivery of high-quality outputs, outcomes and impacts through effective management of diverse, inter-disciplinary teams and partnerships which may be geographically distributed and will invariably involve multiple partner organizations.
- Ensure effective linkages, collaborations and exploitation of synergies among IBAR's strategic thematic areas
- Initiate and supervise the implementation of projects/actions under the thematic area
- Assuring the goals and milestones of projects are in alignment with those of the thematic area
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- Supervising staff and their implementation of work plans (and especially the monitoring of milestone outputs and dates) and managing and ensuring equity in the annual performance appraisal for these staff
- Planning and managing overall finance and administration including preparation of Annual Work Plans and Budgets, managing expenditures against approved budgets, and preparation of progress reports.

- Identify strategic partnership opportunities and lead the development and strengthening of collaborative projects with such partners
- Work closely with Project Leaders within the thematic area and IBAR Director to provide strategic direction for the thematic area's resource mobilization efforts. Lead, participate in, and support specific resource mobilization activities including donor identification and relations management and proposal development
- As a senior member of IBAR, contribute to the overall management and direction of IBAR operations.
- Perform other duties as required and/or assigned by IBAR Director

Qualifications

At least an advanced degree (Msc) preferably Ph.D in animal science, Communication and Information Sciences or related field. A first level university degree with a relevant combination of academic qualifications and experience may be accepted in lieu of the advanced university degree

Experience

Strong background and experience information and communication technologies (i.e. hardware, software, processes, protocols, international standards and other products) and the use of these in cost-effective and sustainable manner. Experience in data collection, collation and analysis as well as generation and presentation of information is mandatory. Previous experience in managing corporate communications and knowledge management is expected. More specifically the incumbent should have:

- Strong development and management experience at middle to senior level, progressively over at least 10 years, including
 - o leading, coaching, and managing multi-disciplinary project teams at multiple sites,
 - o delivery of high quality outputs and impacts
 - o proven track record of supporting diversity of staff
 - o establishing a strong service orientation towards partners and stakeholders
- Experience in building effective partnerships and strategic alliances.
- Managing successful fund-raising efforts, including development of funding proposals, contracts and/or grants.
- Excellent visionary and leadership qualities essential
- Team leading, coaching and facilitation skills
- Effective strengthening of partnerships and collaborations.
- Excellent interpersonal skills required, including ability to effectively lead and manage people from diverse backgrounds and disciplines.
- Previous work experience in national and regional institutions and consortia in Africa (or other developing regions of the world)
- Knowledge/familiarity with AU and/or international development organizations and/or the functioning of inter-governmental processes

Competencies

- Professionalism - Proven expertise in animal production science, policy formulation and advocacy related to animal production and sustainable development; demonstrated in-depth technical knowledge and proven analytical skills on issues related to animal production and sustainable development;

- Planning and organising - Proven ability to plan and organise work within a project; ability to make timely decisions;
- Communication - Effective written, oral and presentation skills, particularly ability to present information in a concise and accurate manner; ability to develop consensus among people with varying points of view.
- Teamwork: Excellent interpersonal skills and ability to operate effectively across organisational boundaries; ability to establish and maintain effective working relations with people of different national and cultural backgrounds with respect for diversity.
- Judgement/Decision-making - Good judgement and initiative, imagination and resourcefulness, energy and tact, ability to ensure an effective work structure to maximise productivity and achieve institution's goals.

Language Requirement

Proficiency in one of the African Union's working languages. Knowledge of other working languages would be an added advantage.

Other Skills

- Well-developed computer skills including word processing, spreadsheet applications and use of the Internet are required.
- Record of relevant publications is highly desirable.

How to apply

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Vacancy Announcement

AU/IBAR is seeking the services of a **Thematic Team Leader** to provide leadership and managerial coordination of activities in the field of **Policies and capacity development**. This position is funded through the **EC funded Support Program to the AUC**

POST LEVEL: P4 Step 5 (USD 94,928 p.a)

IMMEDIATE SUPERVISOR: Director, AU-IBAR

TYPE: Short term contract

DEADLINE FOR APPLICATIONS: 15 January 2010

DATE OF ISSUANCE: 10 December 2009

DUTY STATION: Nairobi/Kenya

The initial appointment will be for 12 months including a 3 months probation period. Contract extension will be subject to performance and availability of funding.

Major duties and responsibilities

To facilitate the formulation of evidence-based and coherent policies and strengthen the capacities of public and private institutions to effectively perform their core roles in order to transform the animal resources sector for greater impact on poverty alleviation, the incumbent will:

- Provide strategic management and leadership for the Strategic thematic area.
- Ensure delivery of high-quality outputs, outcomes and impacts through effective management of diverse, inter-disciplinary teams and partnerships which may be geographically distributed and will invariably involve multiple partner organizations.
- Ensure effective linkages, collaborations and exploitation of synergies among IBAR's strategic thematic areas
- Initiate and supervise the implementation of projects/actions under the thematic area
- Assuring the goals and milestones of projects are in alignment with those of the thematic area
- Assuring systems are in place to effectively plan, coordinate, and assess outputs and deliverables of projects against goals and work plans
- Supervising staff and their implementation of work plans (and especially the monitoring of milestone outputs and dates) and managing and ensuring equity in the annual performance appraisal for these staff

- Planning and managing overall finance and administration including preparation of Annual Work Plans and Budgets, managing expenditures against approved budgets, and preparation of progress reports.
- Identify strategic partnership opportunities and lead the development and strengthening of collaborative projects with such partners
- Work closely with Project Leaders within the thematic area and IBAR Director to provide strategic direction for the thematic area's resource mobilization efforts. Lead, participate in, and support specific resource mobilization activities including donor identification and relations management and proposal development
- As a senior member of IBAR, contribute to the overall management and direction of IBAR operations.
- Perform other duties as required and/or assigned by IBAR Director

Qualifications

Advanced university degree (Master's degree or equivalent) preferably a PhD in veterinary medicine, animal production, pastoral/rural development, agricultural economics, public management or social science. A first level university degree with a relevant combination of academic qualifications and experience may be accepted in lieu of the advanced university degree.

Experience

At least 10 years experience in Policy formulation and capacity development at regional level. Strong understanding of, the role of livestock production in poverty alleviation, especially strategies for empowerment of smallholders to access high value markets required. More specifically the incumbent should have:

- Strong development and management experience at middle to senior level, progressively over at least 10 years, including
 - o leading, coaching, and managing multi-disciplinary project teams at multiple sites,
 - o delivery of high quality outputs and impacts
 - o proven track record of supporting diversity of staff
 - o establishing a strong service orientation towards partners and stakeholders
- Experience in building effective partnerships and strategic alliances.
- Managing successful fund-raising efforts, including development of funding proposals, contracts and/or grants.
- Excellent visionary and leadership qualities essential
- Team leading, coaching and facilitation skills
- Effective strengthening of partnerships and collaborations.
- Excellent interpersonal skills required, including ability to effectively lead and manage people from diverse backgrounds and disciplines.
- Previous work experience in national and regional institutions and consortia in Africa (or other developing regions of the world)
- Knowledge/familiarity with AU and/or international development organizations and/or the functioning of inter-governmental processes

Competencies

- Professionalism - Proven expertise in animal production science, policy formulation and advocacy related to animal production and sustainable development; demonstrated in-depth technical

knowledge and proven analytical skills on issues related to animal production and sustainable development;

- Planning and organising - Proven ability to plan and organise work within a project; ability to make timely decisions;
- Communication - Effective written, oral and presentation skills, particularly ability to present information in a concise and accurate manner; ability to develop consensus among people with varying points of view.
- Teamwork: Excellent interpersonal skills and ability to operate effectively across organisational boundaries; ability to establish and maintain effective working relations with people of different national and cultural backgrounds with respect for diversity.
- Judgement/Decision-making - Good judgement and initiative, imagination and resourcefulness, energy and tact, ability to ensure an effective work structure to maximise productivity and achieve institution's goals.

Language Requirement

Proficiency in one of the African Union's working languages. Knowledge of other working languages would be an added advantage.

Other Skills

- Well-developed computer skills including word processing, spreadsheet applications and use of the Internet are required.
- Record of relevant publications is highly desirable.

How to apply

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**IMPROVING HUMAN WELLBEING
THROUGH ENHANCED ANIMAL HEALTH, PRODUCTION, TRADE AND MARKETING
AU/IBAR**



The African Union's Interafrican Bureau for Animal Resources (AU/IBAR) is a specialized technical office reporting to the Department of Rural Economy and Agriculture of the AU Commission. The institution is mandated to support and coordinate the improvement of livestock as a resource for human wellbeing in the Member States of the African Union and contribute to economic development, particularly in rural areas. AU/IBAR approaches livestock development from three strategic angles: animal health, animal production and trade and marketing of animals and animal products.

Vacancy Announcement

AU/IBAR is seeking the services of a **Technical Advisor** to provide leadership and managerial coordination of activities in the field of **Partnership and Resource Mobilization**. This position is funded through the **EC funded Support Program to the AUC**

POST LEVEL: P4 Step 5 (USD 94,928 p.a)

IMMEDIATE SUPERVISOR: Director, AU-IBAR

TYPE: Short term contract

DEADLINE FOR APPLICATIONS: 15 January 2010

DATE OF ISSUANCE: 10 December 2009

DUTY STATION: Nairobi/Kenya

The initial appointment will be for 12 months including a 3 months probation period. Contract extension will be subject to performance and availability of funding.

Major duties and responsibilities

The Partnership and Resource Mobilisation Advisor will assist AU/IBAR to develop the right profile vis-à-vis the donor community, inform AU/IBAR on donor and foundation strategies and funding opportunities, expand the present support base and assure quality of proposals submitted to donors. He/she will:

- Create good working relations with donor organisations and the donor platform on rural development/agriculture in Nairobi, providing advocacy for AU/IBAR. Develop the necessary networks to support resource mobilisation and partnerships.
- Organise regular donor meetings to inform donors on AU/IBAR activities, policies and offer discussion platform between AU/IBAR and the donor community and raise awareness on financial needs in the AR sector.
- Scan the donors' strategies on a regular basis and identify funding possibilities for the execution of IBAR's strategic plan.
- Assess options for non-traditional support to IBAR e.g. Exchange of officials/experts, provision of Technical Assistance etc
- Identify new and/or non-traditional donors or foundations for funding opportunities to AU/IBAR.
- Cooperate with the Communication expert to prepare appropriate profile and messages for AU/IBAR when approaching potential donors.
- Liaise with all technical partners OIE, FAO, WHO etc and regularly check websites to guarantee appropriate gathering and sharing of information.
- Liaise with RECs and Member States and regularly check websites to guarantee appropriate gathering and sharing of information.

- Coordinate with AU/IBAR Admin and Finance Officer, Director and management team to understand funding gaps or funding needs. Assure timely update on required resources and prioritise the needs in collaboration with AU/IBAR hierarchy and management team.
- Assure appropriate lay-out en content (non-technical) of project/programme proposals before submission to potential donors.
- Inform the Director of AU/IBAR on a regular basis on funding opportunities and relational issues with technical and other partners.
- Regular monitor of contract's execution and advise the Director accordingly
- Update AU/IBAR resource mobilisation strategy whenever required.
- Perform other duties as required and/or assigned by IBAR Director

Qualifications

At least an advanced degree (Msc) preferably Ph.D in economics, finance, business administration, management in international development or any field related to IBAR mandate. A first level university degree with a relevant combination of academic qualifications and experience may be accepted in lieu of the advanced university degree.

Experience

The candidate has at least 10 years experience in an international development environment as advisor on international development cooperation or manager of donor funded programmes. Working experience and/or specific knowledge of the African Development context is an important advantage

- Excellent negotiator
- Tact and diplomacy
- Highly organised and capable to deliver
- Visionary and innovative

Competencies

- Professionalism - Proven expertise in animal production science, policy formulation and advocacy related to animal production and sustainable development; demonstrated in-depth technical knowledge and proven analytical skills on issues related to animal production and sustainable development;
- Planning and organising - Proven ability to plan and organise work within a project; ability to make timely decisions;
- Communication - Effective written, oral and presentation skills, particularly ability to present information in a concise and accurate manner; ability to develop consensus among people with varying points of view.
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- Judgement/Decision-making - Good judgement and initiative, imagination and resourcefulness, energy and tact, ability to ensure an effective work structure to maximise productivity and achieve institution's goals.

Language Requirement

Proficiency in one of the African Union's working languages. Knowledge of other working languages would be an added advantage.

Other Skills

- Well-developed computer skills including word processing, spreadsheet applications and use of the Internet are required.
- Record of relevant publications is highly desirable.

How to apply

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Vacancy Announcement

AU/IBAR is seeking the services of an **Animal health Expert** to provide leadership and managerial coordination of activities in the field of Transboundary Animal Diseases and Zoonoses. This position is funded through the **EC funded Support Program to the AUC**

POST LEVEL: P4 Step 5 (USD 94,928 p.a)

IMMEDIATE SUPERVISOR: Director, AU-IBAR

TYPE: Short term contract

DEADLINE FOR APPLICATIONS: 15 January 2010

DATE OF ISSUANCE: 10 December 2009

DUTY STATION: Nairobi/Kenya

The initial appointment will be for 12 months including a 3 months probation period. Contract extension will be subject to performance and availability of funding.

Major duties and responsibilities

The Animal health expert will advise the director of AU/IBAR and the Chief animal health officer on livestock policy frameworks in areas of control and eradication of transboundary animal and zoonotic diseases, international and regional livestock trade regulations and certification procedures and increase the visibility of livestock contribution to poverty alleviation and economic growth through efficient operationalization of the ALive secretariat. He/she will:

- Monitor and advise on reactions to changes and requirements of the World Organisation for Animal Health (OIE) International Animal Health Code.
- Advise the Director of IBAR in responding to scientific correspondence and issues arising.
- Assist in the networking and management of animal health programmes and projects implemented by IBAR or other strategic partners
- Assist the Director with the rapid development of its contingency plans to cope with emergency outbreaks animal diseases”.
- Advise the Director on the implementation and alignment of ALive activities to IBAR’s strategy
- Assist the Director of IBAR in follow-up of activities related to ALive secretariat.

Qualifications

At least an advanced degree (Msc) preferably Ph.D or equivalent required. Sound knowledge of tropical animal health and appropriate specialisation in veterinary epidemiology, infectious diseases, zoonoses,

pathology, veterinary public health, clinical medicine, laboratory sciences or any other relevant animal health technical field. A first level university degree with a relevant combination of academic qualifications and experience may be accepted in lieu of the advanced university degree.

Experience

Strong background and experience managing animal health-based development programs in Africa, involving multiple stakeholders and influencing policy and policy-making processes that underpin disease control required.

- Excellent negotiator
- Tact and diplomacy
- Highly organised and capable to deliver
- Visionary and innovative

Competencies

- Professionalism - Proven expertise in animal production science, policy formulation and advocacy related to animal production and sustainable development; demonstrated in-depth technical knowledge and proven analytical skills on issues related to animal production and sustainable development;
- Planning and organising - Proven ability to plan and organise work within a project; ability to make timely decisions;
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Language Requirement

Proficiency in one of the African Union's working languages. Knowledge of other working languages would be an added advantage.

Other Skills

- Well-developed computer skills including word processing, spreadsheet applications and use of the Internet are required.
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Vacancy Announcement

AU/IBAR is seeking the services of an **Animal Production Expert** to provide leadership and managerial coordination of activities in the field of animal production. This position is funded through the **EC funded Support Program to the AUC**

POST LEVEL: P4 Step 5 (USD 94,928 p.a)

IMMEDIATE SUPERVISOR: Director, AU-IBAR

TYPE: Short term contract

DEADLINE FOR APPLICATIONS: 15 January 2010

DATE OF ISSUANCE: 10 December 2009

DUTY STATION: Nairobi/Kenya

The initial appointment will be for 12 months including a 3 months probation period. Contract extension will be subject to performance and availability of funding.

Major duties and responsibilities

The Animal Production expert will advise the director of AU/IBAR and the Chief animal production officer on animal production policy frameworks in areas of sustainable natural resources management, animal genetic resources, and climate change. He/she will:

- Advise on information and data to be collected, collated and disseminated on all aspects of animal production to improve the productivity of animal resources in Africa.
- Assist in Compilation and analysis/synthesis of data/information on livestock's contribution to climate change, as well as its impact on animal production, to inform policy making and public education
- Advise the Director of IBAR on Identification and facilitation of avenues for exploitation of opportunities for African livestock keepers to benefit from payments for ecological services (ecotourism, rehabilitation of degraded lands, controlled grazing, biodiversity and landscape conservation etc)
- Assist in the Development of, and/or making available, best practices and policy guidelines to build capacities of RECs and member states to manage the conflicts arising at the wildlife-livestock-human interface
- Assist in the Development of a continental strategy and implementation framework for the conservation of Africa's livestock and fish genetic resources

Qualifications

At least an advanced degree (Msc) preferably Ph.D. required in natural resource, environmental, social or agricultural (including animal) sciences, animal genetic resources management or related field. Ph.D. in

another discipline with appropriate relevant experience will be considered. A first level university degree with a relevant combination of academic qualifications and experience may be accepted in lieu of the advanced university degree

Experience

At least 10 years experience in development programs that deals with the interactions of livestock and the natural systems in which they operate, as well as experience in integrated NRM required. Experiences with agricultural systems approach and challenges associated with NRM in agricultural systems dominated by poor producers are essential.

Competencies

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Vacancy Announcement

AU/IBAR is seeking the services of an **Information and Communication Expert** to provide leadership and managerial coordination of activities in the field of information communication and knowledge management. This position is funded through the **EC funded Support Program to the AUC**

POST LEVEL: P4 Step 5 (USD 94,928 p.a)

IMMEDIATE SUPERVISOR: Director, AU-IBAR

TYPE: Short term contract

DEADLINE FOR APPLICATIONS: 15 January 2010

DATE OF ISSUANCE: 10 December 2009

DUTY STATION: Nairobi/Kenya

The initial appointment will be for 12 months including a 3 months probation period. Contract extension will be subject to performance and availability of funding.

Major duties and responsibilities

The Information and communication expert will advise the director of AU/IBAR Assist AU/IBAR to develop and update a communication strategy with the aim to improve the institutional visibility and sharing of animal resources information with its member countries and with international relevant bodies. He/she will:

- Advise on adequate formats and channels of communications according to the type of information and media to be used
- Assist to develop communication materials on all relevant information from AU/IBAR projects and activities.
- Define contents, messages, information campaigns to promote awareness and visibility of IBAR at both Central and Regional Levels.
- Continuous monitoring of the quality and functioning of AU/IBAR website.
- Provide technical assistance to AU/IBAR Regional Animal Health Centers and Member Countries in communication related matters.
- Advise on required training programs and provide input for training methodology and content.

Qualifications

At least an advanced degree (Msc) preferably Ph.D in Communication or Information Sciences or related field is a requirement. A first level university degree with a relevant combination of academic qualifications and experience may be accepted in lieu of the advanced university degree

Experience

At least 10 years in organising and leading a multi-disciplinary team of experts in information management, communication and knowledge management for international organisation dealing with rural development is compulsory. The incumbent is expected to be conversant with information and communication technologies (i.e. hardware, software, processes, protocols, international standards and other products) and the use of these in cost-effective and sustainable manner. Experience in data collection, collation and analysis as well as generation and presentation of information is mandatory. Previous experience in managing corporate communications and knowledge management is expected

Competencies

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