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## **VACANCY ANNOUNCEMENT HEAD OF INFRASTRUCTURE DIGITALISATION AND ENERGY DIVISION VA/AUDA-NEPAD/24/37**

The African Union (AU) established as a unique Pan African continental body, is charged with spearheading Africa's rapid integration and sustainable development by promoting unity, solidarity, cohesion, and cooperation among the peoples of Africa and African States as well as developing a new partnership worldwide. Its Headquarters is located in Addis Ababa, capital city of Ethiopia.

The New Partnership for Africa's Development (NEPAD) is a programme of the African Union adopted in 2001 in Lusaka, Zambia, aimed primarily at poverty alleviation and promotion of economic growth and sustainable development in Africa. As a consequence of the integration of NEPAD into the structures and processes of the African Union, the NEPAD Planning and Coordinating Agency (NPCA) has been established by the Decision of the 14<sup>th</sup> AU Assembly of February 2010 as the technical body of the African Union, in replacement of the NEPAD Secretariat.

NEPAD Agency has transformed into the African Union Development Agency. The aim of the African Union reforms is to streamline and improve effectiveness and efficiency in delivering the implementation of AU decisions, policies and programmes across all AU organs and institutions. One of the recommendations of the reforms is to transform the technical body of the AU, the NEPAD Agency into the African Union Development Agency (AUDA-NEPAD). The decision was made during the 31st Ordinary Session of the Assembly of African Union Heads of State and Government in Nouakchott, Mauritania, African Heads of State and Government, in July 2018.

AUDA-NEPAD is an African-owned and led continental agency, spearheading Agenda 2063. The decision on the African Union Development Agency is an affirmation by Member States of their commitment to own an instrument that will champion development support to countries and regional bodies in advancing their priorities through the implementation of Agenda 2063.

1. To coordinate and execute priority regional and continental projects to promote regional integration towards the accelerated realisation of Agenda 2063.
2. To strengthen capacity of African Union Member States and regional bodies.
3. To advance knowledge-based advisory support,
4. To undertake the full range of resource mobilisation, and
5. To serve as the continent's technical interface with all Africa's development stakeholders and development partners

Based on the **Host Agreement between the Government of the Republic of South Africa and the African Union for AUDA-NEPAD to serve as the interim AU Office Operating outside the African Union Headquarters**, AUDA-NEPAD invites applicants who are citizens of African Union Member States for the post of:

### **A. Post**

<b>Job Title:</b>	<b>Head of Infrastructure, Digitalisation &amp; Energy Division</b>
<b>Position Level:</b>	<b>P5</b>
<b>Duty Station:</b>	<b>Johannesburg</b>
<b>Supervisor:</b>	<b>Director of Economy - Infrastructure, Trade, Industrialisation and Regional Integration</b>

**B. Key Performance Areas**

Under the supervision of the Director of Economy - Infrastructure, Trade, Industrialisation and Regional Integration, the Head of Infrastructure, Digitalisation & Energy will lead the division's programmes and oversee their development, implementation and monitoring, including work plan development, partnership management, resource mobilisation, allocation of technical and other resources and team coordination.

**Specifically, the incumbent will:**

1. Oversee the provision of technical assistance and develop sustainable strategies to strengthen the capacity of Member States, Regional Institutions, and other relevant stakeholders.
2. Develop a network of partnerships with governments for policy guidance and expert institutions for technical expertise in implementing Agenda 2063 Flagship Programs in infrastructure development.
3. Manage expenditure of funds, including the development of contracts and Terms of Reference (TORs) for staff and consultants, formulation of Memoranda of Understanding (MOUs) and funding agreements with partners.
4. Oversee budget funding activities, program/project preparation and submissions, progress reports, financial statements, and preparation of related documents/reports.
5. Oversee project development and implementation, review relevant documents and reports, identify problems and issues to be addressed, and initiate corrective actions.
6. Oversee the development and implementation of comprehensive programs and initiatives to accelerate transport infrastructure development, digital transformation, and access to sustainable energy and water across Africa.
7. Manage a team of professionals, providing guidance and support for professional development.
8. Represent AUDA-NEPAD at regional and international conferences, workshops, and meetings related to infrastructure development.
9. Monitor and evaluate the progress of programs and initiatives, ensuring alignment with Agenda 2063, AUDA-NEPAD's strategic objectives and impact on continental development.
10. Perform any other duties as assigned.

**C. Required Skills and Competencies**

- i. Deep Understanding of African Development Landscape: Strong experience with the infrastructure, digitalisation, and energy challenges facing Africa, particularly within the context of PIDA and the Continental Power Systems Master Plan (CMP).
- ii. Expertise in Global and Regional Issues: extensive experience in identifying key strategic issues, opportunities, and risks gained through work with public, private, or development sector institutions.
- iii. Proficiency in Policy and Program Management: working knowledge of policy implementation, program and project management, and effective monitoring and evaluation practices.
- iv. Strategic Communication Skills: ability to articulate and communicate the links between organisational strategy and work unit goals, generating and delivering compelling strategic messages to diverse stakeholders.
- v. Partnership and Resource Mobilization: proven ability to build strong relationships and partnerships with diverse stakeholders, mobilise resources, and gain their support, with specific experience in development cooperation and financing.

- vi. Leadership and Oversight: Proven ability to motivate and empower a team and effectively lead, supervise, develop, and evaluate staff. Provide effective oversight, and take responsibility for delegated assignments, ensuring accountability and high performance.
- vii. Conflict Resolution and Change Management: ability to anticipate and resolve conflicts by pursuing mutually agreeable solutions, consistently driving for change and improvements.
- viii. Team Management in Diverse Environments: ability to work and manage teams in multi-cultural and multi-national settings, fostering an inclusive and collaborative work environment.
- ix. Professionalism and Confidentiality: Maintain the highest level of professionalism and confidentiality in all aspects of work.
- x. Strategic thinking and planning.
- xi. Program development and management
- xii. Resource mobilisation, stakeholder engagement and advocacy
- xiii. Presentation, report writing and communication skills.
- xiv. Interpersonal and negotiation skills
- xv. Strong analytical and problem-solving skills.
- xvi. Computer skills with practical knowledge of Microsoft Office Suite of applications and SAP ERP.
- xvii. Proficiency in one of the AU official working languages (French, English, Portuguese, Arabic) and fluency in another AU language(s) is an added advantage.

**D. Education and Experience:**

Candidates must have a minimum of a Master's degree in public policy, political science, international relations, engineering, infrastructure planning, business administration or related field and ten (10) years of progressively responsible experience level in project or programme management and implementation, management of capacity-building and technical assistance projects or related area within the public sector, multilateral institutions, and international non-governmental or similar organisations nationally, regionally and/or internationally.

Or

A Bachelor's degree in public policy, political science, international relations, engineering, infrastructure planning, business administration or related field with at least twelve (12) years post-qualification experience progressively responsible experience level in project or programme management and implementation, management of capacity-building and technical assistance projects or related area. At least five (5) years of management-level experience in leading and managing comparable within the public sector, multilateral institutions, and international non-governmental or similar organisations nationally, regionally and/or internationally.

Candidates should exhibit proven experience in developing and implementing successful programs and initiatives related to infrastructure development, digital transformation, or energy access with experience in resource mobilisation and partnership and stakeholder management.

- E. Language requirement:** Proficiency in one of the following (English, French, Portuguese, Arabic and Spanish) African Union working languages is a requirement. Knowledge of one or more of the other AU working languages would be an added advantage.

- F. Tenure of Appointment:** The appointment will be made on an AU Regular contract for three (3) years, of which the first twelve (12) months will be considered as a probationary period. This will be renewable subject to satisfactory performance and availability of funds.
- G. Gender Mainstreaming:** The African Union Development Agency is an equal opportunity employer and qualified female candidates are strongly encouraged to apply.
- H. Remuneration:** Indicative basic salary of US\$50,746 per annum plus other entitlements e.g., Post Adjustment (57% of basic salary), Housing allowance (\$26,496 per annum), pension (19% of basic salary), education allowance, medical aid, life and accident insurance in conformity with the rules and procedures applicable to internationally recruited staff of the African Union.
- I. Applications** should be forwarded utilizing “Arial” font 11.5: To apply, please submit the following:
- A motivation letter stating reasons for seeking employment with the African Union Development Agency
  - A detailed and updated curriculum vitae (CV), not exceeding five (5) pages and indicating your nationality, age, and gender
  - Three (3) referees with good knowledge of the candidate’s work, furnishing full contact details, telephone, fax, and e-mail addresses
  - Certified copies of degrees and diplomas
  - A recent performance evaluation report (for internal candidates only).
- J. Applications must** be received not later than **Monday, 05 August 2024**. Click the link to apply:

[https://e-recruitment.nepad.org:44310/sap/bc/webdynpro/sap/hrrcf\\_a\\_startpage\\_ext\\_cand](https://e-recruitment.nepad.org:44310/sap/bc/webdynpro/sap/hrrcf_a_startpage_ext_cand)

**Please note that only shortlisted candidates will be contacted.**

**If you face challenges during profile creation or application, log your problem to [audahiring@nepad.org](mailto:audahiring@nepad.org)**

The African Union Development Agency (AUDA-NEPAD) is a vision and strategic framework for Africa’s renewal that is based on a shared understanding that it is imperative to eradicate poverty and position African countries on the road to sustained economic growth and development. AUDA-NEPAD works closely with the African Union Commission (AUC), regional economic communities, national governments, research institutions and civil society organizations in its efforts to eradicate poverty in Africa whilst also voicing Africa’s concerns at the global level. For more information go to: [www.nepad.org](http://www.nepad.org)