



VACANCY ANNOUNCEMENT: ADVISOR CLIMATE CHANGE AND ENVIRONMENT SUSTAINABILITY VA/AUDANEPAD/24/40

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 14th AU Assembly of February 2010 as the technical body of the African Union, in replacement of the NEPAD Secretariat.

NEPAD Agency 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.

The offices of the AUDA-NEPAD Agency are located in Midrand, Johannesburg, South Africa.

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 position of:

A. Post

Job Title:	Advisor Climate Change and Environment Sustainability
Position Level:	P5
Duty Station:	Johannesburg
Supervisor:	Director of Agriculture, Food Systems and Environmental Sustainability

B. Key Performance Areas

Under the supervision of the Director of Agriculture, Food Systems, and Environmental Sustainability, the Advisor Climate Change and Environmental Sustainability will coordinate the organisation's efforts in addressing climate change, promoting sustainable resource management practices and environmental governance, and ensuring compliance with environmental regulations and policies. This role is crucial in steering AU member states and the organisation towards a more sustainable future, aligning with global environmental goals and standards.

Specifically, the incumbent will perform the following duties:

1. Strategic Leadership:
 - Develop and implement the organisation's climate change and environmental sustainability strategy.
 - Set long-term goals and objectives for sustainability initiatives in line with global and national environmental targets.
 - Provide expert advice to the senior management on climate change, biodiversity and sustainability issues.
2. Policy and Compliance:
 - Support member states participation in multilateral environmental agreements and implementation and compliance with all relevant environmental conventions, laws, regulations, and standards.
 - Develop and maintain tools, policies and procedures related to environmental sustainability.
 - Monitor and support member states reports on the implementation and compliance of MEAs including:
national strategies, regulations and standards such as the Nationally Determined Contributions (NDCs), National Biodiversity Strategies and Action Plans (NBSAPs) and National Adaptation Plans (NAPs) etc.
3. Team Leadership and Project Management:
 - Oversee climate change and environmental project planning, implementation, and evaluation.
 - Coordinate with other divisions and departments to integrate sustainability into all aspects of the organisation's operations.
 - Build and manage a high-performing team, providing mentorship, guidance, and professional development opportunities.
 - Foster a collaborative and inclusive team environment.
 - Set performance goals and conduct regular performance evaluations.
4. Stakeholder Engagement and Advocacy:
 - Engage with external stakeholders, including government agencies, private sector, NGOs, and community groups, on sustainability initiatives.
 - Represent the organisation at environmental forums, conferences, and events.
 - Build partnerships and collaborations to advance the organisation's sustainability goals.
 - Advocate for best practices in environmental sustainability within the industry and community.
5. Resource Mobilization:

- Identify and secure funding opportunities to support climate change and environmental governance initiatives.
 - Develop proposals and applications for grants, sponsorships, and other financial support.
 - Manage relationships with donors and funding agencies, ensuring compliance with their requirements and reporting standards.
6. Perform any other duties as may be assigned.

C. Job Requirements

Required Skills and Competencies

- i. Knowledge of global and regional subject domain issues (Environmental Governance, Natural Resource Management, Biotechnology and Sustainable Development) acquired through extensive work with governments and expert institutions.
- ii. Ability to communicate clearly links between the Organization's strategy and the work unit's goals.
- iii. Anticipates and resolves conflicts by pursuing mutually agreeable solutions and consistently drives for change and improvements.
- iv. Strong knowledge and understanding of the African development dynamic, the African Union and AUDA-NEPAD.
- v. Strong leadership skills with the ability to lead teams to deliver solutions and solve organisational challenges while drawing on global best practices in the discipline.
- vi. Excellent strategic visioning, planning, implementation, monitoring & evaluation, and reporting skills.
- vii. High level of integrity and accountability, flexible approaches to work coupled with enthusiasm, commitment and energy.
- viii. Ability to perform multiple tasks and work under pressure with a wide range of individuals and institutions.
- ix. Excellent computer skills (e.g., Microsoft Office, SAP ERP) essential.
- x. Good organisation, planning and time management skills.

D. Qualifications And Experience

A Master's Degree in Environmental Science, Natural Resource Management, Environmental Law/Policy, Sustainability or any other related field. Candidates must have at least ten (10) years of post-qualification experience within the public sector, multilateral institutions, and international non-governmental or similar organizations nationally, regionally and/or internationally in:

- Project or programme management/administration
- Developing and implementing successful sustainability initiatives
- Implementation of environmental laws, regulations, and standards.

Or

A Bachelor's degree in Environmental Science, Natural Resource Management, Environmental Law/Policy, Sustainability or any other related field with at least twelve (12) years post-qualification experience, of which at least five (5) years should be at the management level within the public sector, multilateral institutions, and international non-governmental or similar organizations nationally, regionally and/or internationally in:

- Project or programme management/administration.
- Developing and implementing successful sustainability initiatives.
- Implementation of environmental laws, regulations, and standards.

E. Languages: Proficiency in one of the following: English, French, Portuguese, Arabic 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 fixed-term contract for two (2) years, of which the first three (3) months will be considered a probationary period. This contract will be renewable subject to satisfactory performance and the availability of funds.

G. Gender Mainstreaming: AUDA-NEPAD is an equal opportunity employer and qualified female candidates are strongly encouraged to apply.

H. Applications: should be forwarded utilizing "Arial" font 11.5: To apply, please submit the following:

- a. A motivation letter stating reasons for seeking employment with the African Union Development Agency.
- b. A detailed and updated curriculum vitae (CV), not exceeding five (5) pages and indicating your nationality, age and gender.
- c. Three (3) referees with good knowledge of the candidate's work, furnishing full contact details, telephone, fax and e-mail addresses.
- d. Certified copies of degrees and diplomas.
- e. A recent performance evaluation report (for internal candidates only).

I. Remuneration: Indicative basic salary of US\$57,356.60 per annum plus other entitlements e.g., Post Adjustment (57% of basic salary), Housing allowance (\$27,290.88 per annum), gratuity (15% of gross salary) in conformity with the rules and procedures applicable to internationally recruited staff of the African Union.

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

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

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 attempts to eradicate poverty in Africa whilst also voicing Africa's concerns at the global level. For more information go to: **www.nepad.org**