



1. Commissioner, Agriculture, Rural Development, Blue Economy and Sustainable Environment (ARBE)

Job Profile			
Reports to	Chairperson of the African Union Commission	Directorate/Department	Agriculture, Rural Development, Blue Economy and Sustainable Environment (ARBE)
Number of Direct Reports	Two (2) Directors	Division	N/A
Number of Directorates and Agencies	2 Directorates and 5 Specialized Technical Offices	Job Family	Elected Official
Job Grade	SP3	Level	Six (6)
Location:	Addis Ababa, Ethiopia		

AU Values	<ul style="list-style-type: none"> • Respect for Diversity and Teamwork • Think Africa Above all • Transparency and Accountability • Integrity and Impartiality • Efficiency and Professionalism • Information and Knowledge Sharing
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Context
Under the direct authority of the Chairperson of the AU Commission, this position is responsible for driving the implementation of Agriculture, Rural Development, Blue Economy and Sustainable Environment policies, programs and strategies in line with the aspirations of Agenda 2063, the associated medium-term plans and other key continental legal and policy frameworks. Leads engagement with the AU Member States and strategic partners in the delivery of the portfolio's continental priorities. The Commissioner shall have a high commitment to pan-African values and the guiding principles of the African Union.

Main functions
<p>a) Sets the overall goals of the Agriculture, Rural Development, Blue Economy and Sustainable Environment portfolio in line with the AU Agenda 2063;</p> <p>b) Sets annual performance targets for the Agriculture, Rural Development, Blue Economy and Sustainable Environment portfolio and reports on annual progress to Specialized Technical Committees and AU Policy Organs;</p>

- c) Provides regular reports to the Chairperson of the Commission on portfolio delivery;
- d) Carries out effective regular engagement and collaboration with, and timely reporting to the PRC and respective subcommittees;
- e) Drives the implementation of the AU Institutional Reform Agenda by supporting reform initiatives in the department;
- f) Provides leadership and guidance to Directors in the implementation of policies and programmes within the portfolio;
- g) Engages with Member States in order to pursue the Commission's work to promote domestication of AU Agenda 2063 at the national level by Member States;
- h) Leads partnership negotiations and resource mobilization with Strategic Partners to finance continental programmes and priorities;
- i) Co-ordinates Specialized Technical Committees to promote the achievement of the departmental mandate;
- j) Strengthens regional coordination, cooperation and integration initiatives and ensure an effective division of labour with Member States and Regional Economic Communities;
- k) Ensures effective collaboration in programme development with the AU Development Agency (AUDA-NEPAD);
- l) Collaborates with other members of the senior leadership team to ensure strategic coherence and overall synergy in the implementation of the Commission's programme and the delivery of high impact results for the continent;
- m) Cultivates a knowledge management culture through promotion of research and publications that will ensure knowledge sharing and transfer within the department and with other departments across the Commission; and
- n) Supervises Directors and inspire high performance, teamwork and delivery across the portfolio.

Specific Responsibilities

- a) Leads the development of continental policy frameworks and programs that promote sustainable agriculture and food systems in order to attain food and nutrition security and consumer safety;
- b) Promotes modern and sustainable agricultural practices that adapts to changes in climate, demographics and technologies for increased food productivity in the continent to end hunger, achieve food security and improved nutrition;
- c) Oversees the implementation of agribusiness strategies and programs to create job opportunities and reduce poverty levels in the continent;
- d) Develops continental strategies and programs aimed at improving animal health and welfare standards in Africa;
- e) Develops continental policies for rural areas and medium-sized farms to promote diversification of the rural economy with the aim to increase employment, incomes and the living space and quality of life for rural people;
- f) Develops continental policies and strategies that will promote in conservation and sustainably utilization of aquatic resources, contributing to de-pollution and pollution prevention efforts in the continent;
- g) Formulates continental policy frameworks and programs that promote sound environmental and natural resource management and resilience to natural disasters and climate change;
- h) Develops continental strategies and programs that will support Africa combat climate change and its impacts; and

- i) Oversees implementation of continental policies aimed to protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss in Africa.

Key Relationships

Internal Relationships

- Executive Council of the African Union
- Permanent Representatives Committee
- Other AU organs
- Specialized Technical Committees
- AUDA-NEPAD
- Africa Continental Free Trade Area (AfCFTA) Secretariat
- Chairperson
- Deputy Chairperson
- Director General
- Other Commissioners
- Other Directorates

External Relationships

- AU Member States
- Regional Economic Communities (RECs)
- International development partners
- UN Agencies
- African Development Bank
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- African private sector
- Civil Society Organisations
- Research Institutions and Policy Think Tanks

Academic Requirements

- Master's degree in Agricultural Sciences/Economics, Aquaculture, Fisheries, Maritime, Forestry, Environmental Sciences/Management, Natural Resources or a closely related field from a recognized institution.
- A PhD in Agricultural Sciences/Economics, Aquaculture, Fisheries, Maritime, Forestry, Environmental Sciences/Management, Natural Resources or closely related field from a recognized institution is an added advantage.

Relevant Experience

- Have not less than eighteen (18) years of relevant professional experience with at least ten (10) years served in a senior leadership role preferably in an intergovernmental organisation or national government/public service, international or regional institution.

Language(s)

- Proficiency in one of the AU working languages. Fluency in another AU working language is highly desirable.

Required Skills

- Demonstrated leadership experience with strategic vision and proven skills in managing complex organizations at the national, regional or international level;
- Demonstrated record of setting clear standards for accountability, probity, value for money and risk management and zero tolerance to fraud and corruption; for ensuring sound and transparent financial management; and delivering continuous improvement, impact, efficiency and effectiveness;
- Demonstrated intellectual leadership, creativity and proven ability to propose new ideas and lead on new ways of working across silos in a complementary and synergistic way for a prosperous and peaceful Africa;
- Proven track record of change management and accomplishments at the regional, national or international level with strong resource mobilization, political and diplomatic skills;
- Demonstrated ability to lead a multi-cultural team and establish harmonious and effective working relationships both within and outside the organization;
- Proven ability to inspire, encourage, build trust and confidence and build consensus, stimulate effective campaigns and drive collective action among a broad spectrum of people and organizations.

Leadership Competencies

- **Strategic Focus:** - Determines and outlines the portfolio's strategic priorities and connects the portfolio's purpose to that of the broader organization vision and values. Inspires others and the organisation to achieve beyond expectations. Proactively identifies and prioritizes the key issues involved to facilitate executive decision-making and makes well-informed, effective, and timely decisions, even when data is limited, or solutions produce unpleasant consequences; perceives the impact and implications of decisions.
- **Developing Organizational Capability:** - Promotes and catalyzes organizational learning and development to ensure that the portfolio is well positioned to meet future leadership needs and mentors others to enhance their development.
- **Change Leadership:** - Acts as a catalyst for organizational change. Influences others to translate vision into action and identifies change opportunities and champion organizational change initiatives – consistently looks for ways to improve the portfolio or organization. Understands multiple cultural frameworks, values, and norms. Demonstrates an ability to adapt style when faced with myriad dimensions of culture in order to be effective across cultural contexts. Able to resolve conflicts arising to competing objectives, limited resources, or differing perspectives and seeks amicable solutions
- **Strategic Risk Management:** - Manage the organisation's and portfolio's reputation by making risk-intelligent decisions and using sound judgement in highly complex situations based on an assessment of the risks and benefits, impacts.

Core Competencies

- **Building Partnerships:** - Develops networks and builds alliances; collaborates across boundaries to build strategic relationships and achieve common goals to foster organizational goals through proactive engagement with key stakeholders. Perceives organizational and political reality and acts accordingly.
- **Drives Accountability Culture:** - Determines objectives, sets priorities and develops longer-term goals and proactively influences how resources, services, etc. are re-organized to achieve goals and offering recommendations on issues of accountability for improvement. Holds self and others accountable for measurable high-quality, timely, and cost-effective results.
- **Learning Agility and Resilience:** - Engages in systematic and development activities aligned with the strategic needs of the organisation. Promotes ongoing learning and development across the organization, develops personal and professional goals and makes insightful career planning decisions to achieve (or alter) these goals. Deals effectively with pressure; remains optimistic and persistent, even under adversity. Recovers quickly from

setbacks.

- **Communicating with impact:** - Projects authority, credibility and influences external executive decision makers to achieve substantive goals. Uses personal rather than positional power to influence and motivate others to achieve results and presents the key points of an argument persuasively. Negotiates and facilitates through cultural differences, conflicts, tensions, or misunderstandings.

Functional Competencies

- **Conceptual Thinking:** - Creates new concepts that are not obvious to others to think through issues and/or resolve problems.
- **Job Knowledge Sharing:** - Fosters and enables a knowledge and information-rich culture through engaging with thought leaders within and outside the organization.
- **Drive for Results:** - Drives high performance standards from goal creation to continuous improvement. Commits significant resources and/or time (in the face of uncertainty) to improve performance, reach a challenging goal and implements innovative solutions.
- **Fosters Innovation:** - Develops new insights into situations; questions conventional approaches; encourages new ideas and innovations; designs and implements new or cutting-edge programs/processes for the overall performance of the organization and the portfolio.

Note

The requirements and responsibilities contained in this job description do not create a contract of employment and are not meant to be all-inclusive. It may be changed by the role manager during employment on an as-needed basis.



2. Commissioner, Education, Science, Technology and Innovation (ESTI)

Job Profile			
Reports to	Chairperson of the African Union Commission	Directorate/Department	Education, Science, Technology and Innovation (ESTI)
Number of Direct Reports	One (1) Director	Division	N/A
Number of Directorates and Agencies	1 Directorate, 4 Specialised Technical Offices and the Pan African University	Job Family	Elected Official
Job Grade	SP3	Level	Six (6)
Location:	Addis Ababa, Ethiopia		

AU Values	<ul style="list-style-type: none"> • Respect for Diversity and Teamwork • Think Africa Above all • Transparency and Accountability • Integrity and Impartiality • Efficiency and Professionalism • Information and Knowledge Sharing
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Context
Under the direct authority of the Chairperson of the Commission, this position is responsible for driving the implementation of Education, Science, Technology and Innovation policies, programs and strategies in line with the aspirations of Agenda 2063, the associated medium-term plans and other key continental legal and policy frameworks. Leads engagement with the AU Member States and strategic partners in the delivery of the portfolio's continental priorities. The Commissioner shall have a high commitment to pan-African values and the guiding principles of the African Union.

Main functions
<p>a) Sets the overall goals of the Education, Science, Technology and Innovation portfolio in line with the AU Agenda 2063;</p> <p>b) Sets annual performance targets for the Education, Science, Technology and Innovation portfolio and report on annual progress to Specialized Technical Committees and AU Policy Organs;</p> <p>c) Provides regular reports to the Chairperson of the Commission on portfolio delivery;</p> <p>d) Carries out effective regular engagement and collaboration with, and timely reporting to the PRC and respective subcommittees;</p>

- e) Drives the implementation of the AU Institutional Reform Agenda as part of the senior leadership team;
- f) Provides leadership and guidance to Directors in the implementation of policies and programs within the portfolio;
- g) Engages with Member States in order to pursue the Commission's work to promote domestication of AU Agenda 2063 at the national level by Member States;
- h) Leads partnership negotiations and resource mobilization with Strategic Partners to finance continental programmes and priorities;
- i) Co-ordinates Specialized Technical Committees to promote the achievement of the departmental mandate;
- j) Strengthens regional coordination, cooperation and integration initiatives and ensure an effective division of labour with Member States and Regional Economic Communities
- k) Ensures effective collaboration in programme development with the AU Development Agency (AUDA-NEPAD);
- l) Collaborates with other members of the senior leadership team to ensure strategic coherence and overall synergy in the implementation of the Commission's programme and the delivery of high impact results for the continent;
- m) Cultivates a knowledge management culture through promotion of research and publications that will ensure knowledge sharing and transfer within the department and with other departments across the Commission; and
- n) Supervises Directors and inspires high performance and delivery across the portfolio.

Specific Responsibilities

- a) Leads the implementation of AU Continental Education Strategy for Africa (CESA) aimed at aligning Africa's education and training systems to meet the knowledge, competencies, skills, innovation and creativity required to nurture African core values and promote sustainable development at the national, regional and continental levels;
- b) Drives the development of continental policy frameworks and programs that contribute towards revitalized, quality, relevant, and harmonized education systems responsive to the needs of Africa;
- c) Leads the implementation of enabling policies aimed at accelerating Africa's transition to an innovative-led, knowledge-based economy to achieve food security, prevention and control of diseases, peace and harmony in the society and wealth creation in the continent;
- d) Leads the development of policies and strategies to address the challenges of education, technical and vocational training to support economic development, creation of national wealth and contribute to poverty reduction through youth entrepreneurship, innovation and employment;
- e) Spearheads the implementation of an African Virtual and E-University that aims to make use ICT based programmes to develop relevant and high quality Open, Distance and eLearning (ODeL) resources to offer students guaranteed access to the University from anywhere in the continent and the world;
- f) Leads continental advocacy for an inclusive and equitable quality education and promote lifelong learning opportunities for all in Member States;
- g) Leads engagements with Member States to secure the adoption of Pan-African University standards in all other universities within Member States to strengthen African higher education and research, address quality of education, promote intra-African collaboration, innovation and establish links with industry and social sector; and
- h) Drives the African Union's education and scientific scholarships and awards initiative and oversee the work of specialist Africa Union institutions; and

- i) Drives strategic partnerships and resource mobilization for continental Research and Development;

Key Relationships

Internal Relationships

- Executive Council of the African Union
- Permanent Representatives Committee
- Other AU organs
- Specialised Technical Committees
- AUDA-NEPAD
- Africa Continental Free Trade Area (AfCFTA) Secretariat
- Chairperson
- Deputy Chairperson
- Director General
- Other Commissioners
- Other Directorates

External Relationships

- AU Member States
- Regional Economic Communities (RECs)
- International development partners
- UN agencies and African Development Bank
- UN Security Organs;
- African private sector
- Civil Society Organisations
- Research Institutions and Policy Think Tanks

Academic Requirements

- Master's degree in Education, Science and Technology, Social Sciences or closely related field from a recognized institution.
- A PhD in Education, Science and Technology, Social Sciences or closely related field from a recognized institution is an added advantage.

Relevant Experience

- Have not less than eighteen (18) years of relevant professional experience with at least ten (10) years served in a senior leadership role preferably in an intergovernmental organisation or national government/public service, international or regional institution.

Language(s)

- Proficiency in one of the AU working languages. Fluency in another AU working language is highly desirable.

Required Skills

- Demonstrated leadership experience with strategic vision and proven skills in managing complex organizations at the national, regional or international level;
- Demonstrated record of setting clear standards for accountability, probity, value for money and risk management and zero tolerance to fraud and corruption; for ensuring sound and transparent financial management; and

delivering continuous improvement, impact, efficiency and effectiveness;

- Demonstrated intellectual leadership, creativity and proven ability to propose new ideas and lead on new ways of working across silos in a complementary and synergistic way for a prosperous and peaceful Africa;
- Proven track record of change management and accomplishments at the regional, national or international level with strong resource mobilization, political and diplomatic skills;
- Demonstrated ability to work harmoniously in a multi-cultural team and establish harmonious and effective working relationships both within and outside the organization;
- Proven ability to inspire, encourage, build trust and confidence and build consensus, stimulate effective campaigns and drive collective action among a broad spectrum of people and organizations.

Leadership Competencies

- **Strategic Focus:** - Determines and outlines the portfolio's strategic priorities and connects the portfolio's purpose to that of the broader organization vision and values. Inspires others and the organisation to achieve beyond expectations. Proactively identifies and prioritizes the key issues involved to facilitate executive decision-making and makes well-informed, effective, and timely decisions, even when data is limited, or solutions produce unpleasant consequences; perceives the impact and implications of decisions.
- **Developing Organizational Capability:** - Promotes and catalyzes organizational learning and development to ensure that the portfolio is well positioned to meet future leadership needs and mentors others to enhance their development.
- **Change Leadership:** - Acts as a catalyst for organizational change. Influences others to translate vision into action and identifies change opportunities and champion organizational change initiatives – consistently looks for ways to improve the portfolio or organization. Understands multiple cultural frameworks, values, and norms. Demonstrates an ability to adapt style when faced with myriad dimensions of culture in order to be effective across cultural contexts. Able to resolve conflicts arising to competing objectives, limited resources, or differing perspectives and seeks amicable solutions.
- **Strategic Risk Management:** - Manage the organisation's and portfolio's reputation by making risk-intelligent decisions and using sound judgement in highly complex situations based on an assessment of the risks and benefits, impacts, etc.

Core Competencies

- **Building Partnerships:** - Develops networks and builds alliances; collaborates across boundaries to build strategic relationships and achieve common goals to foster organizational goals through proactive engagement with key stakeholders. Perceives organizational and political reality and acts accordingly.
- **Drives Accountability Culture:** - Determines objectives, sets priorities and develops longer-term goals and proactively influences how resources, services, etc. are re-organized to achieve goals and offering recommendations on issues of accountability for improvement. Holds self and others accountable for measurable high-quality, timely, and cost-effective results.
- **Learning Agility and Resilience:** - Engages in systematic and development activities aligned with the strategic needs of the organisation. Promotes ongoing learning and development across the organization, develops personal and professional goals and makes insightful career planning decisions to achieve (or alter) these goals. Deals effectively with pressure; remains optimistic and persistent, even under adversity. Recovers quickly from setbacks.
- **Communicating with impact:** - Projects authority, credibility and influences external executive decision makers to achieve substantive goals. Uses personal rather than positional power to influence and motivate others to achieve results and presents the key points of an argument persuasively. Negotiates and facilitates through cultural differences, conflicts, tensions, or misunderstandings.

Functional Competencies

- **Conceptual Thinking:** - Creates new concepts that are not obvious to others to think through issues and/or resolve problems.
- **Job Knowledge Sharing:** - Fosters and enables a knowledge and information-rich culture through engaging with thought leaders within and outside the organization.
- **Drive for Results:** - Drives high performance standards from goal creation to continuous improvement. Commits significant resources and/or time (in the face of uncertainty) to improve performance, reach a challenging goal and implements innovative solutions.
- **Fosters Innovation:** - Develops new insights into situations; questions conventional approaches; encourages new ideas and innovations; designs and implements new or cutting-edge programs/processes for the overall performance of the organization and the portfolio.

Note

The requirements and responsibilities contained in this job description do not create a contract of employment and are not meant to be all-inclusive. It may be changed by the role manager during employment on an as-needed basis.



3. Commissioner, Economic Development, Trade, Industry and Mining (ETIM)

Job Profile			
Reports to	Chairperson of the African Union Commission	Directorate/Department	Economic Development, Trade, Industry and Mining (ETIM)
Number of Direct Reports	Two (2) Directors	Division	N/A
Number of Directorates and Agencies	2 Directorates and 1 Specialised Technical Office	Job Family	Elected Official
Job Grade	SP3	Level	Six (6)
Location:	Addis Ababa, Ethiopia		

AU Values	<ul style="list-style-type: none"> • Respect for Diversity and Teamwork • Think Africa Above all • Transparency and Accountability • Integrity and Impartiality • Efficiency and Professionalism • Information and Knowledge Sharing
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Context
Under the direct authority of the Chairperson of the AU Commission, this position is responsible for driving the implementation of Economic Development, Trade, Industry and Mining policies, programs and strategies in line with the aspirations of Agenda 2063, the associated medium-term plans and other key continental legal and policy frameworks. Leads engagement with the AU Member States and strategic partners in the delivery of the portfolio's continental priorities. The Commissioner shall have a high commitment to pan-African values and the guiding principles of the African Union.

Main functions
<p>a) Sets the vision and priorities of the Economic Development, Trade, Industry and Mining department through translation of the aspirations of the AU Agenda 2063 into concrete implementable programmes to pursue the objectives of Member States;</p> <p>b) Sets annual performance targets for the Economic Development, Trade, Industry and Mining portfolio and report on annual progress to Specialized Technical Committees and AU Policy Organs;</p> <p>c) Provides regular reports to the Chairperson of the Commission on portfolio delivery;</p> <p>d) Carries out effective regular engagement and collaboration with, and timely reporting to the PRC and respective</p>

subcommittees;

- e) Drives the implementation of the AU Institutional Reform Agenda as part of the senior leadership team;
- f) Provides leadership and guidance to Directors in the implementation of policies and programs within the portfolio;
- g) Engages with Member States in order to pursue the Commission's work to promote domestication of AU Agenda 2063 at the national level by Member States;
- h) Leads partnership negotiations and resource mobilization with Strategic Partners to finance continental programs and priorities;
- i) Co-ordinates Specialized Technical Committees to promote the achievement of the departmental mandate;
- j) Strengthens regional coordination, cooperation and integration initiatives and ensure an effective division of labour with Member States and Regional Economic Communities
- k) Ensures effective collaboration in programme development with the AU Development Agency (AUDA-NEPAD);
- l) Collaborates with other members of the senior leadership team to ensure strategic coherence and overall synergy in the implementation of the Commission's programme and the delivery of high impact results for the continent;
- m) Cultivates a knowledge management culture through promotion of research and publications that will ensure knowledge sharing and transfer within the department and with other departments across the Commission; and
- n) Supervises Directors and inspires high performance and delivery across the portfolio.

Specific Responsibilities

- a) Strategic leadership in the attainment of the vision, aims and objectives of the Treaty establishing the African Economic Community;
- b) Drives the development of continental policies, programmes and projects aimed at attaining rapid and inclusive sustainable development across Africa;
- c) Leads the development of policies of the African Continental Free Trade Area (AfCFTA) which aims to boost intra-African trade by providing a comprehensive and mutually beneficial trade agreement among the member states, covering trade in goods and services, investment, intellectual property rights and competition policy;
- d) Leads partnership negotiations with the private sector to expand investment, manufacturing, mining, tourism, and trade across Africa;
- e) Leads the production of real time, quality, harmonised statistics on Africa and ensure they meet the standards required to make them Africa's statistics of reference;
- f) Leads the coordination efforts for the establishment of Africa Union Financial Institutions provided under the Abuja Treaty and Article 19 of constitutive act of African Union namely (Africa Central Bank, Africa Investment Bank, Africa Monetary Fund and Africa Stock Exchange to promote economic integration;
- g) Champions the implementation of African Mining Vision (AMV) framework to promote transparency, social responsibility and tax compliance in the extractive industry; and
- h) Coordinates Member States' efforts in eliminating illicit financial flows in Africa in collaboration with strategic partners.

Key Relationships

Internal Relationships

- Executive Council of the African Union
- Permanent Representatives Committee
- Other AU organs
- Specialised Technical Committees
- AUDA-NEPAD
- Africa Continental Free Trade Area (AfCFTA) Secretariat
- Chairperson
- Deputy Chairperson
- Director General
- Other Commissioners
- Other Directorates

External Relationships

- AU Member States
- Regional Economic Communities (RECs)
- International development partners
- UN Agencies and Institutions
- International and regional trade bodies and institutions
- African Development Bank
- African private sector
- Civil Society Organisations
- Research Institutions and Policy Think Tanks

Academic Requirements

- Master's degree in Economics, Finance, International Development, Mathematics, Statistics, Engineering, Public Policy or closely related field from a recognized institution.
- A PhD in Economics, Finance, International Development, Mathematics, Statistics, Engineering, Public Policy or closely related field from a recognized institution is an added advantage.

Relevant Experience

- Have not less than eighteen (18) years of relevant professional experience with at least ten (10) years served in a senior leadership role preferably in an intergovernmental organisation or national government/public service, international or regional institution.

Language(s)

- Proficiency in one of the AU working languages. Fluency in another AU working language is highly desirable.

Required Skills

- Demonstrated leadership experience with strategic vision and proven skills in managing complex organizations at the national, regional or international level;
- Demonstrated record of setting clear standards for accountability, probity, value for money and risk management and zero tolerance to fraud and corruption; for ensuring sound and transparent financial management; and

delivering continuous improvement, impact, efficiency and effectiveness;

- Demonstrated intellectual leadership, creativity and proven ability to propose new ideas and lead on new ways of working across silos in a complementary and synergistic way for a prosperous and peaceful Africa;
- Proven track record of change management and accomplishments at the regional, national or international level with strong resource mobilization, political and diplomatic skills;
- Demonstrated ability to work harmoniously in a multi-cultural team and establish harmonious and effective working relationships both within and outside the organization;
- Proven ability to inspire, encourage, build trust and confidence and build consensus, stimulate effective campaigns and drive collective action among a broad spectrum of people and organizations.

Leadership Competencies

- **Strategic Focus:** - Determines and outlines the portfolio's strategic priorities and connects the portfolio's purpose to that of the broader organization vision and values. Inspires others and the organisation to achieve beyond expectations. Proactively identifies and prioritizes the key issues involved to facilitate executive decision-making and makes well-informed, effective, and timely decisions, even when data is limited, or solutions produce unpleasant consequences; perceives the impact and implications of decisions.
- **Developing Organizational Capability:** - Promotes and catalyzes organizational learning and development to ensure that the portfolio is well positioned to meet future leadership needs and mentors others to enhance their development.
- **Change Leadership:** - Acts as a catalyst for organizational change. Influences others to translate vision into action and identifies change opportunities and champion organizational change initiatives – consistently looks for ways to improve the portfolio or organization. Understands multiple cultural frameworks, values, and norms. Demonstrates an ability to adapt style when faced with myriad dimensions of culture in order to be effective across cultural contexts. Able to resolve conflicts arising to competing objectives, limited resources, or differing perspectives and seeks amicable solutions
- **Strategic Risk Management:** - Manage the organization's and portfolio's reputation by making risk-intelligent decisions and using sound judgement in highly complex situations based on an assessment of the risks and benefits, impacts.

Core Competencies

- **Building Partnerships:** - Develops networks and builds alliances; collaborates across boundaries to build strategic relationships and achieve common goals to foster organizational goals through proactive engagement with key stakeholders. Perceives organizational and political reality and acts accordingly.
- **Drives Accountability Culture:** - Determines objectives, sets priorities and develops longer-term goals and proactively influences how resources, services, etc. are re-organized to achieve goals and offering recommendations on issues of accountability for improvement. Holds self and others accountable for measurable high-quality, timely, and cost-effective results.
- **Learning Agility and Resilience:** - Engages in systematic and development activities aligned with the strategic needs of the organisation. Promotes ongoing learning and development across the organization, develops personal and professional goals and makes insightful career planning decisions to achieve (or alter) these goals. Deals effectively with pressure; remains optimistic and persistent, even under adversity. Recovers quickly from setbacks.
- **Communicating with impact:** - Projects authority, credibility and influences external executive decision makers to achieve substantive goals. Uses personal rather than positional power to influence and motivate others to achieve results and presents the key points of an argument persuasively. Negotiates and facilitates through cultural differences, conflicts, tensions, or misunderstandings.

Functional Competencies

- **Conceptual Thinking:** - Creates new concepts that are not obvious to others to think through issues and/or resolve problems.
- **Job Knowledge Sharing:** - Fosters and enables a knowledge and information-rich culture through engaging with thought leaders within and outside the organization.
- **Drive for Results:** - Drives high performance standards from goal creation to continuous improvement. Commits significant resources and/or time (in the face of uncertainty) to improve performance, reach a challenging goal and implements innovative solutions.
- **Fosters Innovation:** - Develops new insights into situations; questions conventional approaches; encourages new ideas and innovations; designs and implements new or cutting-edge programs/processes for the overall performance of the organization and the portfolio.

Note

The requirements and responsibilities contained in this job description do not create a contract of employment and are not meant to be all-inclusive. It may be changed by the role manager during employment on an as-needed basis.



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4. Commissioner, Health, Humanitarian Affairs and Social Development (HHS)

Job Profile			
Reports to	Chairperson of the African Union Commission	Directorate/Department	Health, Humanitarian Affairs and Social Development (HHS)
Number of Direct Reports	Two (2) Directors	Division	N/A
Number of Directorates and Agencies	2 Directorates and 8 Specialised Technical Offices/Agencies	Job Family	Elected Official
Job Grade	SP3	Level	Six (6)
Location:	Addis Ababa, Ethiopia		

AU Values	<ul style="list-style-type: none"> • Respect for Diversity and Teamwork • Think Africa Above all • Transparency and Accountability • Integrity and Impartiality • Efficiency and Professionalism • Information and Knowledge Sharing
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Context
Under the authority of the Chairperson of the AU Commission, this position is responsible for driving the formulation and implementation of Health, Humanitarian Affairs and Social Development policies, programs and strategies in line with the aspirations of Agenda 2063, the associated medium-term plans and other key continental legal and policy frameworks. Leads engagement with the AU Member States and strategic partners in the delivery of the portfolio's continental priorities. The Commissioner shall have a high commitment to pan-African values and the guiding principles of the African Union.

Main functions
<ul style="list-style-type: none"> a) Sets the overall goals of the Health, Humanitarian Affairs and Social Development portfolio in line with the AU Agenda 2063; b) Sets annual performance targets for the Health, Humanitarian Affairs and Social Development portfolio and report on annual progress to Specialized Technical Committees and AU Policy Organs; c) Provide regular reports to the Chairperson of the Commission on portfolio delivery; d) Carry out effective regular engagement and collaboration with, and timely reporting to the PRC and respective

subcommittees;

- e) Drive the implementation of the AU Institutional Reform Agenda as part of the senior leadership team;
- f) Provide leadership and guidance to Directors in the implementation of policies and programs within the portfolio;
- g) Engage with Member States in order to pursue the Commission's work to promote domestication of AU Agenda 2063 at the national level by Member States;
- h) Lead partnership negotiations and resource mobilization with Strategic Partners to finance continental programmes and priorities;
- i) Co-ordinate Specialized Technical Committees to promote the achievement of the departmental mandate;
- j) Strengthen regional coordination, cooperation and integration initiatives and ensure an effective division of labour with Member States and Regional Economic Communities
- k) Ensure effective collaboration in programme development with the AU Development Agency (AUDA-NEPAD);
- l) Collaborate with other members of the senior leadership team to ensure strategic coherence and overall synergy in the implementation of the Commission's programme and the delivery of high impact results for the continent;
- m) Cultivate a knowledge management culture through promotion of research and publications that will ensure knowledge sharing and transfer within the department and with other departments across the Commission; and
- n) Supervise Directors and inspire high performance and delivery across the portfolio;

Specific Responsibilities

- a) Lead advocacy efforts for development of common policy principles across health-related sectors to encourage investments in healthcare by Member States;
- b) Drive the establishment of continental accountability mechanisms to track the implementation of continental commitments and carry out ongoing advocacy at political levels on strategic health issues jointly affecting AU Member States;
- c) Lead the facilitation of Africa-wide consensus on the key strategic actions within the context of the AU Catalytic Framework to Eliminate AIDS, TB and Malaria by 2030 to intensify the implementation of the 2013 Abuja Declaration commitments to end AIDS, TB and Malaria as public health threats;
- d) Drive the continental response and preparedness to emerging health threats and pandemics including medical and pharmaceutical research and development Engage with Member States on the Articles of the AU Protocol on Rights of Persons Living with Disabilities to promote, protect and ensure the full enjoyment of human rights by all persons with disabilities and to ensure respect for their inherent dignity;
- e) Lead the adoption of necessary measures by Member States to achieve the provisions of the African Charter on the Welfare of the Child to facilitate the recognition of the rights, freedoms and duties of children as enshrined in the Charter;
- f) Champion the establishment of networks of AU Member States to leverage on synergy in the fight and control of drug abuse and prevention of crime;
- g) Drive the establishment and expansion of migration centres across AU Member States to foster the fight against human trafficking and illegal migration through data-based decision-making on matters concerning migrants;
- h) Lead the development of policies on diaspora matters to leverage on Africans living in the diaspora to transfer knowledge and technical know-how to Member States and reduce costs of diaspora remittances to Africa in

collaboration with African central banks;

- i) Promote sports and physical education amongst Member States by working closely with Member States and partners to advocate for establishment of relevant policies and programmes;
- j) Lead the engagements with Member States in identifying emerging social issues such as cyber-security and online sexual exploitation of women and children to facilitate formulation and adoption of policy frameworks and programmes to address such emerging issues;
- k) Foster the cultural heritage of the African people by promoting repatriation of African artefacts and establishment of African museums to store and maintain African cultural wealth; and
- l) Lead advocacy efforts for resolution of labour matters such as alignment of African education with the job market, labour development and creation of new jobs by AU member States in collaboration with the Education, Science and Technology department, the International Labour Organisation and other relevant partners.

Key Relationships

Internal Relationships

- Executive Council of the African Union
- Permanent Representatives Committee
- Other AU organs
- Specialised Technical Committees
- AUDA-NEPAD
- Africa Continental Free Trade Area (AfCFTA) Secretariat
- Chairperson
- Deputy Chairperson
- Director General
- Other Commissioners
- Support Service Directorates

External Relationships

- AU Member States
- Regional Economic Communities (RECs)
- International development partners
- UN agencies and African Development Bank
- UN Security Organs;
- African private sector
- Civil Society Organisations
- Research Institutions and Policy Think Tanks

Academic Requirements

- Master's degree in Medical or Health Sciences, Social Sciences, Development Studies, or closely related field from a recognized institution.
- A PhD in Health Sciences, Public Health, Social Sciences, Development Studies, or closely related field from a recognized institution is an added advantage

Relevant Experience

- Have not less than eighteen (18) years of relevant professional experience with at least ten (10) years served in a senior leadership role preferably in an intergovernmental organisation or national government/public service, international or regional institution

Language(s)

- Proficiency in one of the AU working languages. Fluency in another AU working language is an added advantage

Required Skills

- Demonstrated leadership experience with strategic vision and proven skills in managing complex organizations at the national, regional or international level;
- Demonstrated record of setting clear standards for accountability, probity, value for money and risk management and zero tolerance to fraud and corruption; for ensuring sound and transparent financial management; and delivering continuous improvement, impact, efficiency and effectiveness;
- Demonstrated intellectual leadership, creativity and proven ability to propose new ideas and lead on new ways of working across silos in a complementary and synergistic way for a prosperous and peaceful Africa;
- Proven track record of change management and accomplishments at the regional, national or international level with strong resource mobilization, political and diplomatic skills;
- Demonstrated ability to work harmoniously in a multi-cultural team and establish harmonious and effective working relationships both within and outside the organization;
- Proven ability to inspire, encourage, build trust and confidence and build consensus, stimulate effective campaigns and drive collective action among a broad spectrum of people and organizations.

Leadership Competencies

- **Strategic Focus:** - Determines and outlines the portfolio's strategic priorities and connects the portfolio's purpose to that of the broader organization vision and values. Inspires others and the organisation to achieve beyond expectations. Proactively identifies and prioritizes the key issues involved to facilitate executive decision-making and makes well-informed, effective, and timely decisions, even when data is limited, or solutions produce unpleasant consequences; perceives the impact and implications of decisions.
- **Developing Organizational Capability:** - Promotes and catalyzes organizational learning and development to ensure that the portfolio is well positioned to meet future leadership needs and mentors others to enhance their development.
- **Change Leadership:** - Acts as a catalyst for organizational change. Influences others to translate vision into action and identifies change opportunities and champion organizational change initiatives – consistently looks for ways to improve the portfolio or organization. Understands multiple cultural frameworks, values, and norms. Demonstrates an ability to adapt style when faced with myriad dimensions of culture in order to be effective across cultural contexts. Able to resolve conflicts arising to competing objectives, limited resources, or differing perspectives and seeks amicable solutions.
- **Strategic Risk Management:** - Manage the organisation's and portfolio's reputation by making risk-intelligent decisions and using sound judgement in highly complex situations based on an assessment of the risks and benefits, impacts.

Core Competencies

- **Building Partnerships:** - Develops networks and builds alliances; collaborates across boundaries to build strategic relationships and achieve common goals to foster organizational goals through proactive engagement with key stakeholders. Perceives organizational and political reality and acts accordingly.
- **Drives Accountability Culture:** - Determines objectives, sets priorities and develops longer-term goals and proactively influences how resources, services, etc. are re-organized to achieve goals and offering recommendations on issues of accountability for improvement. Holds self and others accountable for measurable high-quality, timely, and cost-effective results.
- **Learning Agility and Resilience:** - Engages in systematic and development activities aligned with the strategic needs of the organisation. Promotes ongoing learning and development across the organization, develops personal and professional goals and makes insightful career planning decisions to achieve (or alter) these goals. Deals effectively with pressure; remains optimistic and persistent, even under adversity. Recovers quickly from setbacks.
- **Communicating with impact:** - Projects authority, credibility and influences external executive decision makers to achieve substantive goals. Uses personal rather than positional power to influence and motivate others to achieve results and presents the key points of an argument persuasively. Negotiates and facilitates through cultural differences, conflicts, tensions, or misunderstandings.

Functional Competencies

- **Conceptual Thinking:** - Creates new concepts that are not obvious to others to think through issues and/or resolve problems.
- **Job Knowledge Sharing:** - Fosters and enables a knowledge and information-rich culture through engaging with thought leaders within and outside the organization.
- **Drive for Results:** - Drives high performance standards from goal creation to continuous improvement. Commits significant resources and/or time (in the face of uncertainty) to improve performance, reach a challenging goal and implements innovative solutions.
- **Fosters Innovation:** - Develops new insights into situations; questions conventional approaches; encourages new ideas and innovations; designs and implements new or cutting-edge programs/processes for the overall performance of the organization and the portfolio.

Note

The requirements and responsibilities contained in this job description do not create a contract of employment and are not meant to be all-inclusive. It may be changed by the role manager during employment on an as-needed basis.



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5. Commissioner, Infrastructure and Energy (I&E)

Job Profile			
Reports to	Chairperson of the African Union Commission	Directorate/Department	Infrastructure and Energy (I&E)
Number of Direct Reports	One (1) Director	Division	N/A
Number of Directorates and Agencies	1 Directorate and 1 Specialized Technical Agency	Job Family	Elected Official
Job Grade	SP3	Level	Six (6)
Location:	Addis Ababa, Ethiopia		

AU Values	<ul style="list-style-type: none"> • Respect for Diversity and Teamwork • Think Africa Above all • Transparency and Accountability 	<ul style="list-style-type: none"> • Integrity and Impartiality • Efficiency and Professionalism • Information and Knowledge Sharing
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Context
Under the authority of the Chairperson of the AU Commission, this position is responsible for driving the implementation of Infrastructure and Energy policies, programs and strategies in line with the aspirations of Agenda 2063, the associated medium-term plans and other key continental legal and policy frameworks. Leads engagement with the AU Member States and strategic partners in the delivery of the portfolio's continental priorities. The Commissioner shall have a high commitment to pan-African values and the guiding principles of the African Union.

Main functions
<ul style="list-style-type: none"> a) Sets the overall goals of the Infrastructure and Energy portfolio in line with the AU Agenda 2063; b) Sets annual performance targets for the Infrastructure and Energy portfolio and report on annual progress to Specialized Technical Committees and AU Policy Organs; c) Provides regular reports to the Chairperson of the Commission on portfolio delivery; d) Carries out effective regular engagement and collaboration with, and timely reporting to the PRC and respective subcommittees;

- e) Drives the implementation of the AU Institutional Reform Agenda as part of the senior leadership team;
- f) Provides leadership and guidance to Directors in the implementation of policies and programs within the portfolio;
- g) Engages with Member States in order to pursue the Commission's work to promote domestication of AU Agenda 2063 at the national level by Member States;
- h) Leads partnership negotiations and resource mobilization with Strategic Partners to finance continental programmes and priorities;
- i) Co-ordinates Specialized Technical Committees to promote the achievement of the departmental mandate;
- j) Strengthens regional coordination, cooperation and integration initiatives and ensure an effective division of labour with Member States and Regional Economic Communities
- k) Ensures effective collaboration in programme development with the AU Development Agency (AUDA-NEPAD);
- l) Collaborates with other members of the senior leadership team to ensure strategic coherence and overall synergy in the implementation of the Commission's programme and the delivery of high impact results for the continent;
- m) Cultivates a knowledge management culture through promotion of research and publications that will ensure knowledge sharing and transfer within the department and with other departments across the Commission; and
- n) Supervises Directors and inspires high performance and delivery across the portfolio.

Specific Responsibilities

- a) Leads the development, harmonization and ratification of continental infrastructure policies and programmes on interconnected infrastructure to enable the development of cross-border infrastructural projects to enhance interconnectivity;
- b) Drives and promotes strategies and mechanisms for advancing integrated infrastructural development in AU Member States including resource mobilisation and technical support from Member States and development partners to ensure continental connectivity through rail, road, sea and air;
- c) Drives the promotion of the acceleration of digital transformation programmes amongst Members States to ensure Africa is well equipped to adopt and benefit from emerging technologies and the dynamic global digital landscape;
- d) Leads advocacy for security and safety of critical Infrastructure projects through cooperation and partnership with Member States, Regional Economic Communities (RECs) and development partners to prevent damage, pilferage and unauthorized use of infrastructure;
- e) Provides leadership in the implementation and maintenance of Agenda 2063 infrastructural flagship projects such as Integrated High-Speed Network, the Grand Inga Dam project, Single African Air Transport Market and Cyber Security to ensure availability of infrastructure necessary to improve trade, boost growth and create jobs in Member States;
- f) Facilitates adoption of DotAfrica (.africa), the African Geographical Top-Level Domain (gTLD) by garnering support from Member States and private sector organisations to enable African citizens, governments and organisations associate their services with Africa and her people;
- g) Leads the establishment of continental accountability mechanisms to track the implementation of the AU vision on infrastructure through coordination and monitoring of results; and

- h) Leads the monitoring and evaluation of the Programme for Infrastructure Development in Africa (PIDA) to ensure the fulfillment of action plans towards delivering infrastructure projects that integrate energy, transportation, and water development on a continental scale.

Key Relationships

Internal Relationships

- Executive Council of the African Union
- Permanent Representatives Committee
- Other AU Organs
- Specialized Technical Committees
- AUDA-NEPAD
- Africa Continental Free Trade Area (AfCFTA) Secretariat
- Chairperson
- Deputy Chairperson
- Director General
- Other Commissioners
- Other Directorates

External Relationships

- AU Member States
- Regional Economic Communities (RECs)
- International development partners
- UN Agencies and Institutions
- African Development Bank
- African private sector
- Civil Society Organisations
- Research Institutions and Policy Think Tanks

Academic Requirements

- Master's degree in Engineering, Construction Management, Architecture, Land Economics, Real Estate, Urban Planning or closely related field from a recognized institution.
- A PhD in Engineering, Construction Management, Architecture, Land Economics, Urban Planning, or closely related field from a recognized institution is an added advantage.

Relevant Experience

- Have not less than eighteen (18) years of relevant professional experience with at least ten (10) years served in a senior leadership role preferably in an intergovernmental organisation or national government/public service, international or regional institution.

Language(s)

- Proficiency in one of the AU working languages. Fluency in another AU working language is an added advantage

Required Skills

- Demonstrated leadership experience with strategic vision and proven skills in managing complex organizations at the national, regional or international level;
- Demonstrated record of setting clear standards for accountability, probity, value for money and risk management and zero tolerance to fraud and corruption; for ensuring sound and transparent financial management; and delivering continuous improvement, impact, efficiency and effectiveness;
- Demonstrated intellectual leadership, creativity and proven ability to propose new ideas and lead on new ways of working across silos in a complementary and synergistic way for a prosperous and peaceful Africa;
- Proven track record of change management and accomplishments at the regional, national or international level with strong resource mobilization, political and diplomatic skills;
- Demonstrated ability to work harmoniously in a multi-cultural team and establish harmonious and effective working relationships both within and outside the organization;
- Proven ability to inspire, encourage, build trust and confidence and build consensus, stimulate effective campaigns and drive collective action among a broad spectrum of people and organizations.

Leadership Competencies

- **Strategic Focus:** - Determines and outlines the portfolio's strategic priorities and connects the portfolio's purpose to that of the broader organization vision and values. Inspires others and the organisation to achieve beyond expectations. Proactively identifies and prioritizes the key issues involved to facilitate executive decision-making and makes well-informed, effective, and timely decisions, even when data is limited, or solutions produce unpleasant consequences; perceives the impact and implications of decisions.
- **Developing Organizational Capability:** - Promotes and catalyzes organizational learning and development to ensure that the portfolio is well positioned to meet future leadership needs and mentors others to enhance their development.
- **Change Leadership:** - Acts as a catalyst for organizational change. Influences others to translate vision into action and identifies change opportunities and champion organizational change initiatives – consistently looks for ways to improve the portfolio or organization. Understands multiple cultural frameworks, values, and norms. Demonstrates an ability to adapt style when faced with myriad dimensions of culture in order to be effective across cultural contexts. Able to resolve conflicts arising to competing objectives, limited resources, or differing perspectives and seeks amicable solutions.
- **Strategic Risk Management:** - Manage the organisation's and portfolio's reputation by making risk-intelligent decisions and using sound judgement in highly complex situations based on an assessment of the risks and benefits, impacts, etc.

Core Competencies

- **Building Partnerships:** - Develops networks and builds alliances; collaborates across boundaries to build strategic relationships and achieve common goals to foster organizational goals through proactive engagement with key stakeholders. Perceives organizational and political reality and acts accordingly.
- **Drives Accountability Culture:** - Determines objectives, sets priorities and develops longer-term goals and proactively influences how resources, services, etc. are re-organized to achieve goals and offering recommendations on issues of accountability for improvement. Holds self and others accountable for measurable high-quality, timely, and cost-effective results.
- **Learning Agility and Resilience:** - Engages in systematic and development activities aligned with the strategic needs of the organisation. Promotes ongoing learning and development across the organization, develops personal and professional goals and makes insightful career planning decisions to achieve (or alter) these goals. Deals effectively with pressure; remains optimistic and persistent, even under adversity. Recovers quickly from

setbacks.

- **Communicating with impact:** - Projects authority, credibility and influences external executive decision makers to achieve substantive goals. Uses personal rather than positional power to influence and motivate others to achieve results and presents the key points of an argument persuasively. Negotiates and facilitates through cultural differences, conflicts, tensions, or misunderstandings.

Functional Competencies

- **Conceptual Thinking:** - Creates new concepts that are not obvious to others to think through issues and/or resolve problems.
- **Job Knowledge Sharing:** - Fosters and enables a knowledge and information-rich culture through engaging with thought leaders within and outside the organization.
- **Drive for Results:** - Drives high performance standards from goal creation to continuous improvement. Commits significant resources and/or time (in the face of uncertainty) to improve performance, reach a challenging goal and implements innovative solutions.
- **Fosters Innovation:** - Develops new insights into situations; questions conventional approaches; encourages new ideas and innovations; designs and implements new or cutting-edge programs/processes for the overall performance of the organization and the portfolio.

Note

The requirements and responsibilities contained in this job description do not create a contract of employment and are not meant to be all-inclusive. It may be changed by the role manager during employment on an as-needed basis.



6. Commissioner, Political Affairs, Peace and Security (PAPS)

Job Profile			
Reports to	Chairperson of the African Union Commission	Directorate/Department	Political Affairs, Peace and Security (PAPS)
Number of Direct Reports	Two (2) Directors	Division	N/A
Number of Directorates and Agencies	2 Directorates and 4 Specialized Offices	Job Family	Elected Official
Job Grade	SP3	Level	Six (6)
Location:	Addis Ababa, Ethiopia		

AU Values	<ul style="list-style-type: none"> • Respect for Diversity and Teamwork • Think Africa Above all • Transparency and Accountability • Integrity and Impartiality • Efficiency and Professionalism • Information and Knowledge Sharing
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Context
Under the authority of the Chairperson of the AU Commission, this position is responsible for driving the formulation and implementation of Political Affairs, Peace and Security policies, programs and strategies in line with the aspirations of Agenda 2063, the associated medium-term plans and other key continental legal and policy frameworks. Leads engagement with the AU Member States and strategic partners in the delivery of the portfolio's continental priorities and programs. The Commissioner shall have a high commitment to pan-African values and the guiding principles of the African Union.

Main functions
<ul style="list-style-type: none"> a) Sets the overall goals of the Political Affairs, Peace and Security portfolio in line with the AU Agenda 2063; b) Drives follow up and implementation of all AU decisions relating to the prevention, management and resolution of conflicts and crises as well as peacebuilding, post-conflict reconstruction in Africa; c) Drives the implementation of the Africa Peace and Security Architecture and the African Governance Architecture including related flagship programmes and projects; d) Drives the ratification and domestication of key governance and democratization instruments in AU Member States;

- e) Sets annual performance targets for the Political Affairs, Peace and Security portfolio and report on annual progress to the Peace and Security Council, Specialized Technical Committees and other AU Policy Organs;
- f) Provides regular reports to the Chairperson of the Commission on portfolio delivery;
- g) Carries out effective regular engagement and collaboration with, and timely reporting to the PSC, PRC and respective subcommittees;
- h) Drives the implementation of the AU Institutional Reform Agenda as part of the senior leadership team;
- i) Provides leadership and guidance to Directors in the implementation of policies and programs within the portfolio;
- j) Leads partnership negotiations and resource mobilization with Strategic Partners to finance continental programmes and priorities;
- k) Co-ordinates Specialized Technical Committees to promote the achievement of the portfolio mandate;
- l) Drives coordination and cooperation with Member States, Regional Economic Communities and Regional Mechanisms for the Prevention of Conflicts and Crises in Africa in promoting sustainable peace and stability in Africa;
- m) Ensures effective collaboration in programme development with the AU Development Agency (AUDA-NEPAD);
- n) Collaborates with other members of the senior leadership team to ensure strategic coherence and overall synergy in the implementation of the Commission's programme and the delivery of high impact results for the continent;
- o) Cultivates a knowledge management culture through promotion of research and publications that will ensure knowledge sharing and transfer within the department and with other departments across the Commission; and
- p) Supervises Directors and inspires high performance and delivery across the portfolio.

Specific Responsibilities

- a) Leads the development of continental policy frameworks and programs that promote good governance, democracy, respect of human rights, justice, the rule of law, peace and security;
- b) Leads engagement efforts in following up and in implementing all AU decisions relating to the prevention, management and resolution of conflicts and crises, as well as those relating to peacebuilding, post-conflict reconstruction and development in Africa;
- c) Provides political and strategic advice to the Peace and Security Council (PSC) of the African Union on matters relating to the promotion of peace and security in the African Continent;
- d) Leads efforts to ensure that the Peace and Security Council (PSC) Secretariat, as the repository and institutional memory of the work of the PSC, is adequately staffed to effectively and efficiently provide the required technical and logistical support for the PSC to effectively discharge its mandate;
- e) Drives the coordination of the work of relevant institutions under Regional Economic Communities, Regional Mechanisms for Prevention and Management and Resolution of Conflicts and Crises in Africa to ensure harmonization and complementarity of efforts in line with the provisions in the African Peace and Security Architecture and the African Governance Architecture;
- f) Strengthens and enhance cooperation between the Peace and Security Council (PSC) and the UN Security

Council, as well as with other relevant international organs in promoting peace and security in Africa in line with the Framework Agreement on the Partnership in the Area of Peace and Security;

- g) Ensures effective AU election monitoring missions to independently monitor elections in Member Countries to ensure strict adherence to relevant electoral rules and regulations, reinforce confidence in electoral processes and prevent post-election violence; (ensuring the integrity of electoral process)
- h) Drives the promotion of good governance, democracy, respect for human rights and rule of law amongst Member States by facilitating political integration and establishment of national and continental level governance institutions to enhance democratic practices;
- i) Leads the development and ratification of relevant continental policies and programmes such as and the African Passport and freedom of movement to achieve the objectives of an integrated African continent;
- j) Identifies potential conflicts affecting Member States and initiates preventive diplomacy interventions to prevent conflict or violence;
- k) Strengthens cooperation with governance partners such as Regional Economic Communities (RECs) and UN on UN Security Council reforms to consolidate efforts towards achievement of good governance, democracy and conflict prevention; and
- l) Promoting ratification of AU legal frameworks related to peace and security, good governance, democratization,

Key Relationships

Internal Relationships

- Executive Council of the African Union
- Permanent Representatives Committee
- Peace and Security Council (PSC)
- Specialized Technical Committees
- Other AU Organs
- AUDA-NEPAD
- Africa Continental Free Trade Area (AfCFTA) Secretariat
- Chairperson
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External Relationships

- AU Member States
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- African Development Bank
- UN Security Council
- African private sector
- Civil Society Organisations
- Research Institutions and Policy Think Tanks

Academic Requirements

- Master's degree in Law, Political Science, International Relations, Public Policy, Peace and Security Studies, Global Diplomacy, International Relations, Development Studies or closely related field from a recognized institution.
- A PhD in Law, Political Science, Public Policy, Peace and Security Studies, Global Diplomacy, International Relations, Development Studies or closely related field from a recognized institution is an added advantage.

Relevant Experience

- Have not less than eighteen (18) years of relevant professional experience with at least ten (10) years served in a senior leadership role preferably in an intergovernmental organisation or national government/public service, international or regional institution.

Language(s)

- Proficiency in one of the AU working languages. Fluency in another AU working language is an added advantage.

Required Skills

- Demonstrated leadership experience with strategic vision and proven skills in managing complex organizations at the national, regional or international level;
- Demonstrated record of setting clear standards for accountability, probity, value for money and risk management and zero tolerance to fraud and corruption; for ensuring sound and transparent financial management; and delivering continuous improvement, impact, efficiency and effectiveness;
- Demonstrated intellectual leadership, creativity and proven ability to propose new ideas and lead on new ways of working across silos in a complementary and synergistic way for a prosperous and peaceful Africa;
- Proven track record of change management and accomplishments at the regional, national or international level with strong resource mobilization, political and diplomatic skills;
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Leadership Competencies

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Functional Competencies

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