



## VACANCY ANNOUNCEMENT

*The African Peer Review Mechanism (APRM) is a unique and innovative programme of the New Partnership for Africa's development. It is an instrument voluntarily acceded to by member states of the African Union as an African-based monitoring mechanism. The primary purpose of the APRM is to foster the adoption of policies, standards and practices that lead to human security and political stability, high economic growth, sustainable development, and accelerated sub-regional and continental economic integration.*

*The APRM invites applicants who are citizens of AU Member States for the following Johannesburg, South Africa based posts:*

### **Chief Executive Officer**

The CEO will be responsible for providing general oversight of all APRM activities, managing the day-to-day operations, and assuring a smoothly functioning, efficient organization. The incumbent will ensure that a long-term strategy is in place to guide the organisation in achieving its objectives.

*Key Strategic Challenges will include, amongst others:*

- Assuring program quality and organizational stability through development and implementation of standards and controls, systems and procedures, and regular evaluation
- Reporting to relevant APRM governance committees on organisational progress, providing information and answering for organisational progress and performance in delivering internal and external objectives and targets
- Developing policy proposals for discussion and decision by the relevant APRM Committees
- Ensuring that the organisation forges strong and effective partnerships to deliver its mission by establishing high level contacts in member states with government officials, the private sector, Professional and Civil Society Organizations
- Mobilizing resources from both participating countries and external strategic partners such as ECA, AfDB and UNDP
- Ensuring the full implementation of the Host Country Agreement in close cooperation with the Ministry of International Relations of the Government of the Republic of South Africa

*Qualifications & Professional Experience Required:*

- Master's Degree in Economics/Social Sciences/Public Administration or relevant field
- A minimum of 10 years' experience working at a senior management level
- Proven track record of leadership whilst operating at a strategic level
- Extensive experience working at a national level and/or in multilateral and intergovernmental development institutions and organizations, preferably in Africa
- Solid knowledge of African development issues as well as Africa's major collective programmes and initiatives aimed at promoting sustained growth and sustainable development in Africa

- Extensive knowledge of the Constitutive Act of the African Union as well as the overall objectives of the APRM
- Proven leadership ability & management skills
- Ability to influence and negotiate at a high level on behalf of the organisation
- Proficiency in one of the African Union working languages

*Remuneration:*

Indicative basic salary US\$ 73'646.00 per annum plus other related entitlements e.g. post adjustment (57% of basic salary), housing allowance (US\$ 26 496,00 per annum), education allowance (75% of tuition and other related expenses for every eligible dependent up to a maximum of US\$7,800.00 per child per annum), etc. for internationally recruited staff of the African Union.

*Applications must be sent to: **team@fusionsearch.co.za**, quoting the job title on the email subject line.*

## **Head: Corporate Services**

Under the overall supervision of the CEO of the APRM, the incumbent will be responsible for ensuring the effective and efficient delivery of corporate operations and ultimately helping to ensure that the APRM achieves its core aims and objectives.

*Key Strategic Challenges will include, amongst others:*

- Researching, drafting and implementing appropriate strategies and policies in relation to finance, human resources, procurement and audit issues
- Overseeing the finance function, ensuring proper administration of the Secretariat's financial affairs, advising and assisting the CEO and other Directors on budget and financial planning strategies
- Leading and directing the overall provision of Human Resources services, policies, and programs which are aimed at supporting the APRM to achieve its business objectives
- The development, implementation and continued compliance of IT related strategies, policies and procedures
- Ensuring compliance with APRM's procurement policy and guidance
- Maintaining constant liaison with the relevant government departments of the Republic of South Africa to support the effective implementation of the Host Country Agreement

*Qualifications & Professional Experience Required:*

- Masters' Degree in Business / Public Administration
- Minimum of 8 years experience in a managerial role
- Extensive experience in Human Resources management and Administration in a national or international public institution
- Knowledge of APRM objectives and process
- Proficiency in one of the African Union working languages.

*Remuneration:*

Indicative basic salary US\$ 47,829.00 per annum plus other related entitlements e.g. post adjustment (57% of basic salary), housing allowance (US\$ 26,496.00 per annum), education allowance (75% of tuition and other related expenses for every eligible dependent up to a maximum of US\$7,800.00 per child per annum), etc. for internationally recruited staff of the Commission.

*Applications must be sent to: **team2@fusionsearch.co.za** quoting the job title on the email subject line.*

## **Senior Coordinator: Country Review Process**

Under the supervision of the CEO of the APRM, the incumbent will be responsible for the entire process of the country review and follow-up in participating countries.

*Key Strategic Challenges will include, amongst others:*

- Initiating countries' preparation for undertaking their reviews, including the setting up of national autonomous bodies and focal points entrusted with the process
- Organizing support in the preparation of Country Self-Assessment Reports (CSAR)
- With the support of Country Review Coordinators, providing, as may be required, the necessary technical assistance to national bodies and focal points in the preparation of their Country Self-Assessment Reports (CSAR)
- Coordinating the review process, including consolidation of contributions of the members of the CRT, in their respective thematic area
- Providing the necessary support to the Lead Panel Member in the submission of the draft and final Country Reports to the Panel and the African Peer Review Forum of Heads of State and Government of participating countries (APR Forum), respectively
- Leading and coordinating, within the APRM Secretariat, the contribution of the office to the preparation of individual countries' periodic reports on the implementation of their Programmes of Action

*Qualifications & Professional Experience Required:*

- A minimum of a Masters' degree in Social Sciences
- At least 8 years' experience in dealing with African development issues
- 8 to 15 years' experience in managing complex departments/functions and leading teams of senior professionals
- Extensive knowledge of the objectives of the APRM in the thematic areas and their interactions, as well as their impact on the overall development process at country, regional and continental levels
- Proven leadership skills and experiences of interacting with country, international officials and organisations
- Extensive Research skills and experience in governance
- Proficiency in one of the African Union working languages

*Remuneration:*

Indicative basic salary US\$ 57,515.00 per annum plus other related entitlements e.g. post adjustment (57% of basic salary), housing allowance (US 26,496.00 per annum), education allowance (75% of tuition and other related expenses for every eligible dependent up to a maximum of US\$7,800.00 per child per annum), etc. for internationally recruited staff of the African Union.

*Applications must be sent to: [team3@fusionsearch.co.za](mailto:team3@fusionsearch.co.za) quoting the job title on the email subject line.*

## **Senior Coordinator: Thematic Coordination & Research**

Under the supervision of the CEO of the APRM, the incumbent will be responsible for the overall coordination of information gathering and analysis on all African Union member states on the four APRM Thematic Areas, viz. Corporate Governance; Economic Governance and Management; Democracy and Political Governance; and Socio-Economic Development.

*Key Strategic Challenges will include, amongst others:*

- Coordinating research activities on individual countries on the APRM thematic as well as related development areas
- In cooperation with the HOD: Knowledge Management, Monitoring and Evaluation, and Coordinators for thematic areas, organizing the preparation of individual countries data bases including, in particular, data and information related to thematic areas
- Ensuring provision of necessary inputs to the preparatory process of country reviews, on four thematic areas, including supervising the drafting of relevant documents
- Ensuring provision of necessary inputs to the preparation of country reports on the implementation the National Programmes of Action (NPOAs) of individual participating countries
- Facilitating the preparation of papers and background documents for both the review and evaluation processes and also for advocacy towards non-participating African countries as well as external bilateral and multilateral partners

*Qualifications & Professional Experience Required:*

- A minimum Masters' degree in Social Sciences
- At least 8 years' experience in dealing with African development issues
- 8 to 15 years' experience in managing complex departments/functions and leading teams of senior professionals
- Extensive knowledge of the objectives of the APRM in the thematic areas and their interactions, as well as their impact on the overall development process at country, regional and continental levels
- Proven leadership and experience in interacting with country and international officials
- Proficiency in one of the African Union working languages.

*Remuneration:*

Indicative basic salary US\$ 57,515.00 per annum plus other related entitlements e.g. post adjustment (57% of basic salary), housing allowance (US 26,496.00 per annum), education allowance (75% of tuition and other related expenses for every eligible dependent up to a maximum of US\$7,800.00 per child per annum), etc. for internationally recruited staff of the African Union.

*Applications must be sent to: [team4@fusionsearch.co.za](mailto:team4@fusionsearch.co.za) quoting the job title on the email subject line.*

## **HOD: Knowledge Management, Monitoring & Evaluation & Review Support**

Under the supervision of the CEO of the APRM, the incumbent will be responsible for the identification and organization of knowledge drawn from and building it into the APRM process. To that end, he will work closely with the Coordinators of Country Review Process as well as national focal points.

*Key Strategic Challenges will include, amongst others:*

- Reviewing country and Peer Review reports as well as reports on the implementation of NPOAs with a view to identifying and providing insights of achievements and shortcomings in terms of good governance practices in Africa
- Supervising the design of appropriate information systems on lessons learned from the APRM process
- Organizing the drafting of issues papers on emerging trends with respect to governance in Africa, in cooperation with Coordinators of Country Review Processes
- Providing input to the development of indicators of good governance in the thematic areas, based on emerging trends
- Organizing workshops and seminars with the participation of focal points, strategic as well as external partners on emerging trends in governance in Africa

*Qualifications & Professional Experience Required:*

- A Masters' Degree, majoring on subjects covering more than one of the thematic areas of Democracy and Political Governance, Economic Governance and Management, Corporate Governance, and Socioeconomic Development; and be familiar with the remaining
- At least 10 years' experience in research and analysis in African development issues
- At least five 5 years' experience at a senior management position in an international organisation
- Familiarity with the objectives of the APRM purpose, objectives and process
- Proven experience in interacting with country and international officials
- Excellent drafting ability in English or French and good working knowledge of the other
- Proficiency in one of the African Union working languages. Proficiency of one or several other working language(s) would be an added advantage.

*Remuneration:*

Indicative basic salary US\$ 47,829.00 per annum plus other related entitlements e.g. post adjustment (57% of basic salary), housing allowance (US\$ 26,496.00 per annum), education allowance (75% of tuition and other related expenses for every eligible dependent up to a maximum of US\$7,800.00 per child per annum), etc. for internationally recruited staff of the Commission.

*Applications must be sent to: [team5@fusionsearch.co.za](mailto:team5@fusionsearch.co.za), quoting the job title on the email subject line.*

### ***Application Process***

Interested parties to submit the following, *preferably* in either English or French:

- A motivation letter stating reasons for seeking employment with the African Peer Review Mechanism
- Comprehensive Curriculum Vitae indicating your nationality, age, and gender
- Three (3) contactable referees who have good knowledge of the candidate's work
- Certified copies of all academic qualifications

All appointments will be made on fixed term of five years, comprising the first three years one of which is probation period, after which the contract can be renewed once.

Fusion Consulting (Pty) Ltd has been mandated to manage the recruitment process for the above posts. For enquiries, please contact Ms. Siviwe Shongwe, Director at Fusion Consulting on +27 11 706 5763.

***Closing Date: 3 November 2014***