



This project is funded  
by the European Union

Recovery, Stability and Socio-economic development  
in Libya - Italian Cooperation Component  
T05-EUTF-NOA-LY-05-01-01 (T05.437)  
CUP: H99F18001050006



## PROFESSIONAL VACANCY ANNOUNCEMENT NO. 10/AICSTUNISI/2019

### PROGRAMME ASSOCIATE (INTERNATIONAL)

The Italian Agency for Development Cooperation (AICS) intends to recruit a **Programme Associate** for the implementation of the Italian component of the “Recovery, Stability and socio-economic development in Libya” Programme (hereafter referred to as “the Programme”), financed by the European Union and implemented by the Italian Agency for Development Cooperation (AICS), the United Nations Development Programme (UNDP) and the United Nations Children’s Fund (UNICEF).

The contract duration will be eight months – including a three-month probation period – with possible extension, subject to needs, availability of funds and satisfactory performance.

#### PROGRAMME DESCRIPTION

Within the framework of the European Union “Emergency Trust Fund for Stability and addressing root causes of irregular migration and displaced persons in Africa” (i.e. “Trust Fund”), the Programme responds to the effects of the ongoing instability and difficult socio-economic conditions of the most vulnerable populations in Libya. It targets municipalities with high concentrations of migrants and asylum seekers, settled or in transit, areas of displacement of Libyans and places to which displaced populations are returning, as well as communities where basic and social infrastructures have been severely affected by the conflict.

Quick and tangible impacts (“peace dividends”) in the form of access to basic services are critical in strengthening the social contract between local authorities and communities, on the one hand and easing the integration of migrants and refugees in host communities, on the other hand. The Programme aims at improving capacity to deliver basic services at the municipal level in the Education, Health, WASH and Energy sectors, through the rehabilitation of service facilities (i.e. works, equipment and supply provisions), institutional capacity building and, to a limited extent, awareness raising activities targeting communities and the general public.

**Expected start of employment:** at the end of the recruitment process

**Duty station:** Tunis with short-term missions to Libya and possible relocation to Tripoli, according to the security situation.



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**Contract and Remuneration:** salary, benefits and other conditions are offered in accordance with the Italian Cooperation terms of employment and salary scale for international staff working in overseas offices. Indicative net salary EUR 2,700 to 3,200 per month, based on the candidate's qualifications and experience.

## 1. KEY FUNCTIONS

### Programme Associate

The Programme Associate assists the AICS Programme Management Unit (PMU) in all relevant tasks. The Programme Associate reports to the PMU Team Leader. S/he supports the correct implementation of the Programme in close collaboration with the PMU Team (based in both Tunis and Tripoli), and in consultation with relevant AICS and Embassy officials in Tunis and Tripoli.

In particular, the Programme Associate will:

1. Provide overall technical and operational support to the work of the Programme Management Unit (PMU), including the preparation of technical documents and reports;
2. Assist in the preparation and evaluation of tenders for service contracts and calls for proposals for grants, monitoring the technical implementation of contracts and outsourced services, and the review and clearance of related reporting;
3. Contribute to partner and stakeholder relations, including liaison with the EU Delegations/Headquarters, UNDP and UNICEF partners, Programme Governing Bodies, as well as with the concerned stakeholders at central and local level (e.g. Ministries and municipal authorities);
4. Assist in the interaction between the PMU and implementing partners/service providers, with regards to programmatic and security matters, in the relations with Libyan central and local authorities (e.g. custom clearance, approvals, etc.), administrative, procurement, legal, and financial compliance;
5. Contribute to the development of concepts and innovative approaches to best achieve the expected results;
6. Perform other activities as required.

## 2. REQUIREMENTS

Candidates will be considered eligible for selection on the basis of the following **essential requirements (points 2.1 and 2.2)**, to be fulfilled by the deadline for applications:



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## 2.1 Qualifications and skills:

- Master's level university degree in International Relations, Political and Social Sciences, International Development or related fields of studies (level 7 European Qualification Framework EQF). Other degrees (level 7 European Qualification Framework EQF) may be accepted in the presence of highly qualified professional experiences in the humanitarian and/or development sector;
- Fluency in written and spoken English (C1 Level - Common European Framework of Reference);
- Fluency in written and spoken Italian (C1 Level - Common European Framework of Reference).

## 2.2 Professional experience and competencies:

- At least 2 years of relevant professional experience working with international organizations, governmental and/or non-governmental aid bodies on socio-economic development and/or humanitarian relief projects and programmes, of which at least 1 year working in developing countries;
- Experience with project implementation planning and monitoring, coordination with field teams and implementing partners;
- Experience with data collection, analysis and reporting;
- Experience with the preparation of communications material and support to external relations;
- Excellent writing and communication skills;
- Computer literacy in Microsoft Office packages (MS Word, Excel, Outlook);
- Being immediately available for appointment.

The following **preferred requirements** will also be taken into consideration:

- Postgraduate diplomas (Level 8 EQF) and/or additional training in International Cooperation and/or Development Studies;
- Previous working experience with international organizations, the EU, and governmental and non-governmental bodies (i) on fragile states and emergency programs, (ii) in the Middle East and North Africa region, (iii) in Libya;
- Experience with inter-institutional liaison and stakeholder coordination;
- Previous experience with projects in support of municipal service delivery, urban resilience and social inclusion;
- Previous working experience with the Italian Cooperation (MAECI DGCS / AICS);
- Experience with the European Union's project cycle management and procedures;
- Knowledge of Arabic.

Before submitting their application, candidates should assess whether they fulfil all the essential requirements specified in this vacancy notice. Professional experiences indicated in the curriculum



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vitae are accounted for only from the time the candidate obtained the degree required for the position. Start and end dates of all previous positions and indication on whether they were full- or part-time should be clearly stated in the curriculum vitae. Details of any professional experience, training, research or studies must be provided in the application. Upon request, candidates must be able to provide supporting documentation clearly indicating the duration and nature of those experiences.

### 3. HOW TO APPLY

The submission of the application duly signed should indicate the number of the vacancy announcement. The application should be written in English and include:

1. Signed Legally Binding Statement (according to art. 46 of Italian D.P.R. 28.12.2000 n. 445) – as per template below, indicating:

- a. Name, last name, date and place of birth;
- b. Country and city of residence;
- c. Citizenship;
- d. Only for Italian citizens, the name of the municipality where the applicant is registered to vote;
- e. Full enjoyment of political and civil rights;
- f. Absence of convictions for any criminal offence and absence of any pending criminal charge;
- g. Not being subject to legal actions concerning the application of preventive measures, administrative and civil law measures recorded in the applicant criminal record;
- h. Not being subject to ongoing legal proceedings for crimes against Public Administration;
- i. Not having been dismissed for fault by a Public Administration office;
- j. Not having any professional activity incompatible in terms of capacity and timing with this assignment;
- k. Not being in a situation of conflict of interest and a commitment by the applicant to inform AICS of any change in this situation;
- l. Degrees obtained with date of award and name of academic Institution;
- m. Being medically fit for employment.

Any false declaration will incur on penal sanctions according to article 76 of Italian D.P.R. n. 445 of 28.12.2000, as subsequently amended and supplemented, facing immediate termination of employment and loss of any wrongfully obtained benefit.

The application should also include:

2. Signed Curriculum vitae in English (Europass format);
3. Signed motivation letter in English;
4. Signed copy of valid passport.



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The applicants should also provide a telephone number and an email address for communications and must notify AICS of any change occurred after the submission of the application.

The applications, duly dated and signed and in pdf. format, should be submitted to the following email address: [tunisi@pec.aics.gov.it](mailto:tunisi@pec.aics.gov.it), cc [segreteria.tunisi@aics.gov.it](mailto:segreteria.tunisi@aics.gov.it) by **10 November 2019 at 24.00 midnight (Central European time)**. The subject of the email must contain the vacancy announcement number **10/AICSTUNISI/2019**.

Please note that only complete applications (including documents 1, 2, 3, and 4) received within the deadline will be accepted and considered.

We encourage applicants to submit the application well before the deadline date, since heavy internet traffic or connection problems could lead to difficulties in submission. AICS cannot be held responsible for any delay due to such difficulties.

#### **4. EXCLUSION FROM SELECTION PROCEDURES**

Applications containing the following defects will not be considered:

- a) Applications lacking any of the essential eligibility requirements;
- b) Applications lacking any of the required documents;
- c) Application documents not signed;
- d) Application received after the deadline stated in this announcement.

#### **5. EVALUATION OF APPLICATIONS**

The selection will be conducted by a Recruitment Panel, which will first screen applications to assess whether candidates meet the minimum eligibility requirements. A longlist of applications will then be evaluated according to the following criteria:

##### **Education, experience, competencies and preferred requirements (Max 70 points)**

Assessment of education, professional experience and competences, and possession of preferred requirements as indicated in the documentation submitted by the candidate.

Candidates scoring at least 42 points will be included in a shortlist and will be invited for an interview.

##### **Interview (Max 30 points)**

The interview will be carried out through audio/video connection (e.g. Skype).



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A written test may also be requested.

### Final scoring

Candidates scoring at least 70 points at the end of the process will be included in the final list of retained candidates, valid for the duration of the Programme.

Younger candidates will be preferred in case of equal final score.

## 6. RESULTS OF THE SELECTION

Only short-listed candidates will be informed of the results of the selection process.

The incumbent is responsible to abide by AICS security policies, administrative instructions, plans and procedures.

## 7. PROTECTION OF PRIVACY

By submitting their applications, the candidates will give their unambiguous consent to the use of their personal data for the purpose of this selection process (**art. 13, Regulation (EU) 2016/679**).

## 8. SUSPENSION AND PROTECTION CLAUSES

AICS has the right to cancel or delay the recruitment process at any stage and at its own discretion.