



“Recovery, Stability and Socio-Economic Development  
in Libya (RSSD) - “*Baladiyati*” Programme – Phase 2”  
T05-EUTF-NOA-LY-13-01 (T05.1849)  
CUP H99J21003980006



## PROFESSIONAL VACANCY ANNOUNCEMENT NO. 15/AICSTUNISI/2022

### INTERNATIONAL Programme Officer – Operations

**Programme:** “Recovery, Stability and Socio-Economic Development in Libya / Baladiyati – Phase 2 (RSSD 2/Baladiyati 2)”- T05-EUTF-NOA-LY-13 (T05.1849) (hereafter referred to as “the Programme”), financed by the European Union and executed by the Italian Agency for Development Cooperation (AICS), the United Nations Development Programme (UNDP) and the United Nations Children’s Fund (UNICEF).

Applicable regulations:

Italian Law dated 11 August 2014 n.125, titled “Disciplina generale sulla cooperazione internazionale per lo sviluppo”.

The Italian Ministry of Foreign Affairs and International Cooperation (MAECI) decree dated 22 July 2015 n. 113 “Regolamento recante “Statuto dell’Agenzia italiana per la Cooperazione allo Sviluppo” ed in particolare in capo terzo, articolo 11, comma 1, lettera c).

Resolution of the Italian Cooperation Joint Committee dated 19 November 2019 n. 101 “Criteri e modalità per la selezione di personale non appartenente alla Pubblica Amministrazione da assumere con contratto di diritto privato a tempo determinato disciplinato dal diritto locale di cui all’articolo 11 comma 1 lettera c) dello Statuto AICS”.

Determination of the Director of the Italian Agency Development Cooperation number 28/2021 of 05 February 2021.

The **AICS Tunis Regional Office** intends to recruit an **International Programme Officer – Operations** for the implementation of the “Recovery Stability and Socio-economic Development in Libya – Phase 2”.

### PROGRAMME BACKGROUND

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

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vulnerable populations in the south of Libya. It targets municipalities with high concentration 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 service infrastructures and livelihoods have severely been affected by the conflict.

In the selected municipalities, the Programme will improve living conditions for the most vulnerable, including local communities, migrants, and refugees, in an inclusive and conflict-sensitive manner by enhancing access to basic and social services. Moreover, it will tackle lower economic development, social cohesion and community security specifically affecting southern Libya. The Programme will therefore aim at supporting activities that can respond to immediate needs at the local level, while also laying the groundwork for longer-term, more sustainable interventions.

The Programme started in June 2021 and has a 36-month duration.

## TERMS OF REFERENCE

Duty station: Tunis, with missions to Libya and possible relocation to Libya as soon as the security clearance is obtained.

Contract and Remuneration: salary, benefits and other conditions are offered in accordance with AICS rules and regulations, in particular: "*Criteri e modalità per la selezione di personale non appartenente alla Pubblica Amministrazione da assumere con contratto di diritto privato a tempo determinato disciplinato dal diritto locale*" as provided for by the *Delibera CC n. 101* dated 19 November 2019 and the Determination of the Director of the Italian Agency Development Cooperation number 28/2021 of 05 February 2021. The salary and benefits will be determined on the basis of professional seniority, specific professional qualification and level of competence in relation to the responsibilities and specific tasks that the successful candidate will be required to perform.

The expected gross salary per year will be in the range between EUR 38,338 and EUR 42,171 plus Country adjustment allowance for Tunis duty station. Benefits could be considered based on the candidate's experience and competencies. In case of relocation to Tripoli, the country adjustment/quality of living allowance and risk allowance will be adjusted in accordance with AICS salary scale.

Duration: Twelve months – including a two-month probation period – with possible extension subject to needs, availability of funds, satisfactory performance and duration of the Programme.

Expected start date of employment: October/November 2022

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## 1. KEY FUNCTIONS

Under the overall supervision of AICS Regional Representative in Tunis and the direct supervision of the PMU Team Leader, the International Programme Officer - Operations assists the AICS Programme Management Unit (PMU) in all relevant tasks. 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 Officer will:

1. Assist the Programme Team Leader in the implementation of the Operational Plan of activities, the Programme operations and monitoring, the management of grants and outsourced services, progress/interim reporting, relevant follow up action.
2. Provide support in the preparation of technical documents, reports (e.g. Quarterly Information Notes, Annual reports and final reports) and Programme related documents and contracts, ToRs, calls for grant awards;
3. Contribute to processing of tenders for service contracts and calls for proposals for grant awards, including preparation of tenders' technical specifications (according to the EU thresholds);
4. Assist in the interaction between the PMU and (i) implementing partners/service providers, with regards to programmatic matters; (ii) Libyan central and local authorities to expedite operations (e.g. custom clearance, approvals, etc.);
5. Assist in the management of grants with regard to administrative, procurement, legal, and financial compliance in coordination with the PMU Financial/Administrative Section;
6. Contribute to the development of concepts and innovative approaches to best achieve the expected results;
7. Perform other relevant activities as required

Prohibition to engage in other activities: The selected candidate must not have carried out, during the last three years, any business activity in the country of service, or be in a situation of conflict, even potential, of interests that undermine the impartial exercise of the functions, as provided for in Article 53 of Italian Legislative Decree no. 165 of 2001, referred to in Law No. 190 of 2012 and by the AICS Code of Ethics and Conduct referred to in point 7 below. The Administration reserves the right to verify, under penalty of exclusion, the compliance of what has been declared in this regard by the selected candidate.

## 2. REQUIREMENTS

### 2.1 Essential Requirements:

Candidates will be considered eligible for selection on the basis of the following “essential requirements,” to be fulfilled by the deadline for applications:

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- 2.1.1 Age not exceeding (at the time of signing the contract) that required for retirement by local regulations (60 years), or by Italian regulations (ref. Law 398/87) for candidates subject to the Italian social security system (67 years);
- 2.1.2 Medically fit for employment;
- 2.1.3 Master’s degree in international Relations, Political and Social Sciences, Economics, International Development (level 7 European Qualification Framework EQF). Other degrees may be accepted in the presence of 3 years of relevant technical experience additional to the 6 mentioned at point 2.1.4;
- 2.1.4 At least 6 years of relevant technical experience on development and/or humanitarian relief programmes/projects;
- 2.1.5 At least 3 years of field experience in programme/project management with international organizations, governmental and/or non-governmental aid bodies on socio-economic development and/or humanitarian relief programmes/projects in developing countries.
- 2.1.6 Proficient in written and spoken English (C1 Level - Common European Framework of Reference);
- 2.1.7 Proficient Italian language user (C1 Level - Common European Framework of Reference);
- 2.1.8 Proficient in the use of Microsoft Office applications;
- 2.1.9 Not having sustained, in the three-year period preceding the date of expiry of the notice, an assessment of insufficiency of work done/performed in the context of employment contracts signed with AICS offices other than Tunis.

The requirements set out in this article must be fulfilled throughout the duration of the contract.

## **2.2 Preferred requirements:**

The following will constitute the “preferred qualifications” for the position:

- 2.2.1 Postgraduate degrees (PhD or other Higher Education Courses recognized in the sector of interest) additional to the minimum requirements indicated in point 2.1.3 above;
- 2.2.2 Basic Arabic user (A2 Level - Common European Framework of Reference);
- 2.2.3 Intermediate French user (B1 Level or above – Common European Framework of Reference);
- 2.2.4 Previous working experience at the Directorate General for Development Cooperation (DGCS) and /or the Italian Agency for Development Cooperation (AICS), the European Union and/or in EU funded programmes;
- 2.2.5 Similar professional experience carried out in the country indicated in this vacancy notice and/or in fragile states and/or in the MENA region.

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 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 applications must include:

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

- a. Age not exceeding (at the time of signing the contract) that required for retirement by local regulations (60 years), or by Italian regulations (ref. Law 398/87) for candidates subject to the Italian social security system (67 years);
- b. Citizenship;
- c. Being medically fit for employment;
- d. Full enjoyment of political and civil rights;
- e. Absence of convictions for any criminal offence and absence of any pending criminal charge both in Italy and abroad;
- f. Not to have been dismissed, dispensed, declared lapsed or fired from employment in a public administration, both in Italy and abroad;
- g. Not having sustained, in the three-year period preceding the date of expiry of the notice, an assessment of insufficiency in the assessment of work done/performed in the context of employment contracts signed with AICS offices other than Tunis.

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 applications must also include:

2. Signed and dated Curriculum vitae in English (Europass format), including authorisation to process personal data, specifying the exact month and year of start and end of each work experience, as well as indicating the total months for each experience.
3. Signed and dated motivation letter in English;
4. 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 04/09/2022 at 24:00 midnight (Central European time). The subject of the email must contain the vacancy announcement number 15/AICSTUNISI/2022.

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**

The following will determine exclusion from the selection procedure:

- a) Applications lacking any of the essential eligibility requirements;
- b) Application received after the deadline stated and in a modality other than that provided for in this announcement;
- c) Application documents not signed.

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

Once the terms of validity of the notice have elapsed, the AICS Tunis Regional Representative assesses the admissibility of the applications regarding the presence of the essential requirements and the absence of causes for exclusion. The exclusion is communicated to the concerned candidates.

Subsequently, the AICS Tunis Regional Representative appoints a selection committee composed of three members, who meet the requirements for autonomy and impartiality with respect to the candidates. The committee assesses the merits of the applications by assigning a maximum overall score of 100 points according to the following criteria:

##### **QUALIFICATIONS (Max 70 points)**

Assessment of education, competences and professional experience, and possession of preferred requirements as indicated in the documentation submitted by the candidate, will be carried out according to the below parameters.

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Education - up to 10 points:

- 2 points for a 1st level Master's degree in addition to the essential one foreseen in the announcement and relevant to the field of interest;
- 3 points for a 2nd level Master's degree in addition to the essential one foreseen in the announcement and relevant to the field of interest;
- 5 points for a PhD.

Language skills - up to 10 points:

- 4 points for knowledge of written and oral English language at C2 (Common European Framework of Reference);
- 2 points for knowledge of written and oral Italian language at C2 (Common European Framework of Reference);
- 2 points for knowledge of written and oral French language at B1 (Common European Framework of Reference) or above;
- 2 points for knowledge of written and oral Arabic language at A2 (Common European Framework of Reference) or above.

Assessment of professional experiences – up to 40 points

- Maximum 20 points: 14 points for at least 72 months of relevant technical experience in socio-economic development and/or humanitarian relief programmes/projects and 2 points for each semester after 72 months for a max. of 6 points;
- Maximum 20 points: 14 points for at least 36 months field experience in programmes/project management with international organizations, governmental and/or non-governmental aid bodies on socio-economic development and/or humanitarian relief projects in developing countries and 2 points for each semester after 36 months for a max. of 6 points.

Assessment of preferred requirements – up to 10 points

- 2 pt for each semester of professional experience at the Directorate General for Cooperation at Development and / or the Italian Agency for Development Cooperation and/or the European Union and/or in EU funded programmes for a maximum of 6 pt;
- 2 pt for each semester of similar professional experience carried out in the country indicated in this vacancy notice and / or in fragile states and/or in the MENA region for a max. of 4 pt.

**INTERVIEW (Max 30 points)**

Only candidates scoring minimum 40 points under Essential Requirements (comprised of art. 2.1 - Qualifications and skills, and art. 2.2 - Professional experiences and competences), will be invited for



an interview, after which a maximum score of 30 points is awarded. The interview shall take place at AICS Tunis Regional Office or via video conference (e.g., Teams, Skype, ZOOM) in the case of candidates who are unable to be in Tunis.

The interview shall be held in the languages indicated in the call for applications and shall assess the applicant’s knowledge and experience, his or her ability to carry out the tasks in question, the language and any other skills deemed necessary to assess the candidate’s profile in relation to the post to be filled. The interview notice is sent by e-mail to the address indicated by the candidate at the time of application. Applicants shall not be entitled to reimbursement of any costs incurred in connection with the interview.

Applicants are not entitled to receive any reimbursement for any expenses incurred in attending the interview.

Following the interview, a ranking list will be drawn up of only those candidates who have scored not less than 18 points at the interview and a total of not less than 60% of the maximum mark (60 out of 100).

## 6. RESULTS OF THE SELECTION

The candidate with the highest score in the ranking list is offered the position via mail. The ranking list remains valid for the duration of the Programme. In case of a decline by the selected candidate or an early termination of the contract, the office reserves the right to appoint another candidate from the ranking list - if the necessary financial resources are available.

In the event of equal scoring, the youngest candidate will be preferred.

The ranking list is published on AICS HQ and AICS Tunis Office websites.

In the employment contract stipulated between AICS Tunis Regional Office and the person selected after the selection process completion, it is possible for the parties to terminate the contract in the presence of a just cause, i.e., a fact of such seriousness as not to allow the continuation, even provisional, of the employment relationship.

In any event, the employee may terminate the employment relationship by giving one months' notice.

The employment contract must mandatorily provide for the commitment of the employee to subscribe to the Code of Conduct and Ethics for staff employed by the Italian Development Cooperation Agency pursuant to art. 11, paragraph 1, letter c) of Ministerial Decree no. 113 of 22 July 2015.

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Due to essential service reasons, the candidate with the highest score in the ranking list must be able to take up service in Tunis not later than 1 month from the publication of the ranking on AICS websites. In case the availability is not granted, the office reserves the right to appoint another candidate from the ranking list.

## 7. PROTECTION OF PRIVACY

The submission of applications by a candidate implies consent to the processing of their personal data, including sensitive data, by personnel assigned to the custody and storage of applications and to their use for the purpose of the selection process.

The Head of AICS Tunis Regional Office is responsible in relation to personal data handling.

## 8. SUSPENSION AND PROTECTION CLAUSES

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

## 9. PUBLICITY

This selection notice is published on AICS HQ and AICS Tunis Regional Office websites. The notice is also published on the most relevant job search sites in the sector.