Informations générales

Pays d’Affectation
Central African Republic

Agence/Institution hôte
UN Mission in CAR

Catégorie de volontaire
International Specialist

Nombre de Volontaires
2

Durée
jusqu’au 30-06-2020

Possibilité de prolongation de contrat
Oui

Date présumée du début d’affectation
Remarque sur le lieu d’affectation

Lieu d’Affectation
Kanga Bandoro [CAF]

Lieu d’Affectation sans Famille
Central African Republic is a non-family duty station with a difficult security and working environment. The country is landlocked with very limited travel possibilities and surrounded by countries with volatile and security problems (Chad, DR Congo, Sudan, South Sudan and Cameroon). Volatile socio-political situation and social unrest and grievance in particular in the capital city Bangui with frequent civil servants strikes causing interruption of health, education and civil service due to years of unpaid salaries. Power cuts are a norm causing insecurity in town. The population in Bangui including the expatriates is concerned about increasing cases of criminalities as a direct result of the March 2013 coup by the SELEKA – a coalition of rebel
groups and recent events in December 2013 that carried the country into a chaos.

The country is totally dependent on Cameroon sea port situated 1500 kms away causing regular shortage of basic domestic goods. Travel time from Douala (Cameroon) to Bangui for a truckload averages a week because of very bad roads and several roadblocks. The country security level is between 3 and 4 restricting movement to official travel only.

currently the curfew applies from 10 pm to 6 am.

This situation puts tremendous stress on staff and their family members. There are very limited medical infrastructures and services do not function properly. Nevertheless, a UN Dispensary provides basic medical care for the UN personnel and the UN hospital built is operational since August 2014.

Only four airlines officially recognized by UN System serve the country: Air France (once a week), Royal Air Maroc (twice a week), Kenya Airways (three flights per week) and Asky (three flights per week). Flights are sometimes subject to cancellation when security situation volatility increases.

Staff in Bangui (MHQ) lives on local economy by renting apartments and houses. In comparison to 2014 more accommodation is available but with high costs therefore sharing is recommended. Supermarkets having all variety of food and appliances are available but costlier than normal process. Also Level II Hospital run by military medical team is available next to the MHQ.

Bria (Sector East HQ) is located in eastern CAR, approximately 600 Km from Bangui (capital city). Security situation is stable there, no need for an escort. MINUSCA has constructed tented camp for civilian personnel with air-conditioned and acceptable standards and prefabricated accommodation camps started in May 2016. Similarly installation of office prefabricated units also ongoing. There is catering services provided by a commercial entity on payment basis also the local market is well furnished of basic goods and opened all the week. There is Level2+ fully equipped military hospital in the Bria Green field where all civilian, military camp components are situated.

Bouar (Sector West HQ) is located in western CAR, approximately 500 Km from Bangui (capital city) where living conditions are quite acceptable. The local market is opened every day and well furnished with seasonal fruit and basic goods. Military Level I clinic exists but the mission has plan to provide better facility. MINUSCA has constructed tented camp for civilian personnel with air-conditioned and acceptable standards and prefabricated accommodation camps started in May 2016. Similarly installation of office prefabricated units also ongoing. There is catering services provided by a commercial entity on payment basis. The security situation is stable but an escort is needed for some distance.

Kaga Bandoro (Sector Centre HQ), is located in the center is 320 Km far from Bangui and the same living conditions of Bria applies here.

Rest & Recuperation (R&R) scheme in Bangui has been re-established since August 2013 and maintained for all CAR duty stations to a 6 weeks frequency. Living conditions are becoming more and more difficult
due to the high cost of living and the scarcity of basic products and food. Fresh vegetables and fruits are available in the market. There is no MINUSCA Guest House in Bangui. Private accommodation possibilities are limited and getting a house according to the security measures can take about 4 weeks or more. Nevertheless, currently all serving UN Volunteers have a decent accommodation ensuring minimum and above the minimum standard of comfort. The average cost for accommodation varies from around 500 USD, for a small apartment with no furniture and no power generator, to 1700 USD with all commodities.

For the sake of rewarding experience, UN Volunteers in CAR carry out their duties with flexibility, commitment, and a willingness to live and work in challenging conditions including heat and limited water and electricity supply.

Détails sur l’Affectation

<table>
<thead>
<tr>
<th>Titre de l’Affectation</th>
<th>Disarmament, Demobilization and Reintegration (DDR) and Repatriation (DDRR) Assistant</th>
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Contexte organisationnel & description du projet

Concerned with the security, humanitarian, human rights and political crisis in the Central African Republic and its regional implications, the Security Council authorized on 10 April 2014 deployment of a multidimensional United Nations peacekeeping operation – MINUSCA, with the protection of civilians as its utmost priority. Its other initial tasks included support for the transition process; facilitating humanitarian assistance; promotion and protection of human rights; support for justice and the rule of law; and disarmament, demobilization, reintegration and repatriation processes. The newly established mission subsumed the UN Integrated Peace building Office in the Central African Republic (BINUCA) on the date of the establishment and has been set to take over authority in military and police matters from the African Union-led peacekeeping operation – MISCA – on 15 September 2014.

Description de l’action

Under the direct supervision of the DDR team leader, the UN Volunteer will perform the following duties and responsibilities:

- Participate in the Community Violence Reduction (CVR) field operations, undertaken in partnership with national and international partners, and support the DDR operations undertaken by the National entity in charge the National DDRR Programme;
- Monitor DDR operation and CVR-related activities through field missions as required;
- Coordinate logistics arrangements for field missions, for repatriation of ex-combatants, for DDR and CVR operations;

- Contribute to DDR and CVR sensitization and public information efforts;

- Organize interviews of ex-combatants and their dependents, as needed;

- Participate in and facilitate information-gathering, monitoring and reporting on issues related to armed groups dynamics and on security in the area of responsibility. Contribute to the drafting of daily and weekly situation reports;

- Contribute to research and analysis of information and the preparation of analytical papers;

- Assist with technical inputs in the planning and evaluation of DDR and CVR operations and related reporting.

- Contribute to documenting Lessons Learned and Best Practices in DDR operations in the CAR.

- When working with (including supervising) national staff or (non-)governmental counterparts, set aside dedicated time for capacity development through coaching, mentoring and formal and on-the-job training;

- Assist the team leader in the preparation of high-level visits.

- Assist Director, deputy Director and other DDR staff at MINUSCA headquarters or on special missions as required.

- Performs other related duties as required by direct supervisor.

Furthermore, UN Volunteers are required to:

- Strengthen their knowledge and understanding of the concept of volunteerism by reading relevant UNV and external publications and take active part in UNV activities (for instance in events that mark International Volunteer Day);

- Be acquainted with and build on traditional and/or local forms of volunteerism in the host country;

- Reflect on the type and quality of voluntary action that they are undertaking, including participation in Ongoing reflection activities;

- Contribute articles/write-ups on field experiences and submit them for UNV publications/websites, Newsletters, press releases, etc.
• Assist with the UNV Buddy Programme for newly-arrived UN Volunteers;

• Promote or advice local groups in the use of online volunteering, or encourage relevant local Individuals and organizations to use the UNV Online Volunteering service whenever technically Possible.

En plus de ce qui précède, les Volontaires des Nations Unies sont censés :

• Renforcer leurs connaissances et compréhension du concept du volontariat en lisant la documentation mise à disposition par le programme VNU, les publications externes et prendre activement part aux activités du programme VNU, par exemple s’impliquer dans les activités commémoratives de la Journée internationale des Volontaires (JIV), le 5 décembre. • Se familiariser et développer toute forme de volontariat traditionnel et/ou local au niveau du pays d’accueil. • Refléter le type et la nature des actions volontaires qu’ils entreprennent, y compris leur participation dans les réflexions substantielles. • Contribuer à la rédaction des articles sur les expériences de terrain à soumettre pour la publication du programme VNU/ site web, bulletin et notes de presse, etc. • Contribuer au Programme d’accueil des Volontaires des Nations Unies nouvellement arrivés dans le pays d’affectation ; • Promouvoir ou conseiller les groupes locaux dans l’utilisation des volontaires en ligne ou encourager les individus et les organisations à utiliser les services de volontaires en ligne quand cela est techniquement possible.

Résultats / résultats attendus

• Contribution to DDR/RR operational objectives, to the substantive development and implementation of DDR/DDRRR processes, including policy framework, implementation strategy, operational modalities and action plans at the Bangui DDR/RR Office completed.

• The development of capacity through coaching, mentoring and formal on-the-job training, when working with (including supervising) national staff or (non-) governmental counterparts, including Implementing Partners (IPs) achieved;

• A final statement of achievements towards volunteerism for development during your assignment, such as reporting on the number of volunteers mobilized, activities participated in and capacities developed;

• Le développement des capacités grâce à l’encadrement, le suivi et la formation continue, en travaillant (y compris la supervision) avec le personnel national ou les homologues de la contrepartie (gouvernementale ou non-gouvernementale, y compris les partenaires d’exécution (IP); • La perspective de l’âge, du genre et de la diversité (AGD) est systématiquement appliquée, intégrée et documentée dans toutes les activités tout au long de l’affectation • Un rapport des réalisations dans le domaine du volontariat pour la paix et le développement pendant l’affectation, comme par exemple le nombre de volontaires mobilisés, la participation aux activités et la contribution au développement des capacités.
• The development of capacity through coaching, mentoring and formal on-the-job training, when working with (including supervising) national staff or (non-) governmental counter-parts, including Implementing Partners (IPs); • Age, Gender and Diversity (AGD) perspective is systematically applied, integrated and documented in all activities throughout the assignment • A final statement of achievements towards volunteerism for peace and development during the assignment, such as reporting on the number of volunteers mobilized, activities participated in and capacities developed

Qualifications / Exigences

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<tr>
<th>Domaine de qualification</th>
<th>Bachelor degree or equivalent</th>
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<tbody>
<tr>
<td>Niveau de qualifications - autres commentaires</td>
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<tr>
<td>Advanced University Degree (Master’s Degree) in Political Science, Social Science, International Relations, Conflict</td>
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Analysis/Management/Resolution or equivalent, is required.

Expérience Requise 24 mois

Remarques sur l'Expérience

Two (2) years of experience with international conflict, post-conflict, humanitarian response or community development context. Previous work experience in DDR, CVR, work with government officials, the non-governmental organizations, international organizations and bilateral agencies is an advantage. Experience in project management or project implementation at community level - related to DDR, CVR or economic recovery in conflict/post-conflict settings - is desirable.

Linguistiques

- French (Mandatory), Niveau - Fluent

Domaine d’expertise

- Crisis and conflict prevention, mitigation, resolution and reconciliation Obligatoire

Domaine d’expertise requis

Degree level: Bachelor's degree

Type of Degree: Advanced University Degree (Master’s Degree) in Political Science, Social Science, International Relations, Conflict.

Analysis/Management/Resolution or equivalent, is required.

Years and type of work experience: Two (2) years of experience with international conflict, post-conflict, humanitarian response or community development context. Previous work experience in DDR, CVR, work with government officials, the non-governmental organizations, international organizations and
bilateral agencies is an advantage. Experience in project management or project implementation at community level - related to DDR, CVR or economic recovery in conflict/post-conflict settings - is desirable.

**Others Skills:** Ability to write in a clear and concise manner and to communicate effectively orally.

**Language:** Fluency in French (oral and written) and a good knowledge of English (oral and written) is required.

**Driving license required:** Yes

**Computer skills:** Excellent computer skills, including: Word Processing, spreadsheet, e-mail, Internet is required

**B) Competencies and values:**

**Professionalism:** Demonstrated expertise in area of specialty and ability to apply good judgment; high degree of autonomy, personal initiative and ability to take ownership; willingness to accept wide responsibilities and ability to work independently under established procedures in a politically sensitive environment, while exercising discretion, impartiality and neutrality; ability to manage information objectively, accurately and confidentially; responsive and client-oriented; Shows pride in work and in achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

**Planning and organizing:** Develops clear goals that are consistent with agreed strategies; Identifies priority activities and assignments; Adjusts priorities as required; Allocates appropriate amount of time and resources for completing work; Foresees risks and allows for contingencies when planning; Monitors and adjusts plans and actions as necessary; Uses time efficiently.

**Communication:** Speaks and writes clearly and effectively; Listens to others, correctly interprets messages from others and responds appropriately; Asks questions to clarify, and exhibits interest in having two-way communication; Tailors language, tone, style and format to match audience; Demonstrates openness in sharing information and keeping people informed.

Permis de Conduire exigé: Oui

Conditions de service et autres informations
Conditions of Service for International Specialist:

The contract lasts for the period indicated above with possibility of extensions subject to availability of funding, operational necessity and satisfactory performance. However, there is no expectation of renewal of the assignment.

A UN Volunteer receives a Volunteer Living Allowance (VLA) which is composed of the Monthly Living Allowance (MLA) and a Family Allowance (FA) for those with dependents (maximum three).

The Volunteer Living Allowance (VLA) is paid at the end of each month to cover housing, utilities, transportation, communications and other basic needs. The VLA can be computed by applying the Post-Adjustment Multiplier (PAM) to the VLA base rate of US$ 1,631. The VLA base rate is a global rate across the world, while the PAM is duty station/country-specific and fluctuates on a monthly basis according to the cost of living. This method ensures that international UN Volunteers have comparable purchasing power at all duty stations irrespective of varying costs of living. The PAM is established by the International Civil Service Commission (ICSC) and is published at the beginning of every month on the ICSC website http://icsc.un.org.

For UN Volunteer entitlements, kindly refer to the link https://vmam.unv.org/calculator/entitlements

In non-family duty stations that belong to hardship categories D or E, as classified by the ICSC, international UN Volunteers receive a Well-Being Differential (WBD) on a monthly basis.

Furthermore, UN Volunteers are provided a settling-in-grant (SIG) at the start of the assignment (if the volunteer did not reside in the duty station for at least 6 months prior to taking up the assignment) and in the event of a permanent reassignment to another duty station.

UNV provides life, health, permanent disability insurances as well as assignment travel, annual leave, full integration in the UN security framework (including residential security reimbursements).

UN Volunteers are paid Daily Subsistence Allowance at the UN rate for official travels, flight tickets for periodic home visit and for the final repatriation travel (if applicable). Resettlement allowance is paid for satisfactory service at the end of the assignment.

UNV will provide, together with the offer of assignment, a copy of the Conditions of Service, including Code of conduct, to the successful candidate.
Supervision, induction and duty of care of UN Volunteers

UN Volunteers should be provided equal duty of care as extended to all host entity personnel. Host entity support to the UN Volunteer includes, but is not limited to:

- Introductory briefings about the organisation and office-related context including security, emergency procedures, good cultural practice and orientation to the local environment;

- Support with arrival administration including setting-up of bank accounts, residence permit applications and completion of other official processes as required by the host government or host entity;

- Structured guidance, mentoring and coaching by a supervisor including a clear workplan and performance appraisal;

- Access to office space, equipment, IT support and any other systems and tools required to complete the objectives of the assignment including a host entity email address;

- Access to shared host entity corporate knowledge, training and learning;

- Inclusion of the volunteer in emergency procedures such as evacuations;

- Leave management;

- DSA for official travel, when applicable;

- All changes in the Description of Assignment occurring between recruitment and arrival or during the assignment need to be formalized with the United Nations Volunteer Programme.

Code d'application CAFR000675-5496

Application procedure

* Not yet registered in the UNV Talent Pool?

Please first register your profile at https://vmam.unv.org/candidate/signup. Important: After creating your account, complete all sections of your profile and submit it. Then go to ‘My Page’ at https://vmam.unv.org/candidate/mypage and click on the ‘Special Calls’ hyperlink. Lastly, select the special call to which you would like to apply.

* Already registered in the UNV Talent Pool?
Please first update your profile at https://vmam.unv.org/candidate/profile. Then go to ‘My Page’ at https://vmam.unv.org/candidate/mypage and click on the ‘Special Calls’ hyperlink to select the special call to which you would like to apply.

Application deadline: 01-03-2020

doa.apply_url https://vmam.unv.org/candidate/show-doa/Q0FGUjAwMDY3NQ==

Avertissement
Le programme VNU est un programme qui promeut l'égalité des chances et encourage les candidatures de professionnels qualifiés. Le Programme VNU s’engage à assurer la diversité en termes de genre, de nationalités et de cultures.