United Nations Development Programme
Country: Timor-Leste
Project Document

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| **Project Title:** | Support to peacebuilding and statebuilding in Timor-Leste |
| **UNDAF/CPD Outcome(s):** | By 2013, stronger democratic institutions and mechanisms for social cohesion are consolidated (UNDAF Outcome 1)<br>Basic foundations for post-crisis security, conflict analysis and resolution and social cohesion strengthened. (CPD Outcome 8) |
| **Expected Output(s):** | Output 1: Strategic analysis and technical support for development of a peacebuilding and statebuilding program strategy provided to support UN transition.<br>Output 2: UNCT's capacity in conflict sensitive programming and implementation strengthened. |
| **Implementing Agency:** | UNDP |

**Brief description:** Through the deployment of the Peace and Development Advisor (PDA), this project aims to support the UN Resident Coordinator in strengthening UNCT's capacity to assist in Timor-Leste's efforts for consolidating peace and development. Specifically, the project will support strategic analysis for peacebuilding and statebuilding strategy to enhance UN transition and strengthen UNCT's capacity in conflict sensitive programming and implementation in the context of the next UNDAF. Under the direct supervision of the RC, the PDA will liaise closely with relevant UNCT colleagues, DPA and UNDP as well as relevant Government institutions and civil society organizations.

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| Programme Period: 2013-2014 | Total resources required | $ 350,000 |
| Key Result Area (Strategic Plan): Crisis Prevention and Recovery | Total allocated resources: | _____ |
| Atlas Award ID: | • Regular | |
| Start date: July 2013 | • Other: | |
| End Date: June 2014 | UNDP-DPA Joint programme | $175,000 |
| Management Arrangements: Direct Implementation | BCPR | $175,000 |
| | Unfunded budget | |
| | In-kind Contributions | |

Agreed by UNDP:

Mikiko Tanaka RR a.i.

29 July 2013

**United Nations Development Programme**
**Country:  Timor-Leste**
**Project Document**

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Agreed by UNDP:

## I.     Situational Analysis

After restoring its independence in 2002, Timor-Leste enjoyed a short period of peace but in April-May 2006, long simmering tensions among the political leadership burst suddenly and violently into open conflict, triggered by the dismissal of 30% of the army. A series of deadly clashes among the F-FDTL (defense forces), dissident military forces, civilians, and PNTL (national police) led to massive displacement of people (145,000 displaced, more than 10% of the population) and large-scale damage/destruction of houses, commercial properties and infrastructure.

In August 2006, the Security Council established the United Nations Integrated Mission in Timor-Leste (UNMIT) mandated to "support the Government in consolidating stability, enhancing a culture of democratic governance, and facilitating political dialogue among Timorese stakeholders".

Since the establishment of the peacekeeping mission, the political situation has stabilized, culminating in peaceful elections in 2012. The government has also initiated the long-term Strategic Development Plan (2011-2030) to pave the way for economic growth, stability and confidence. In January 2010, the Security Council endorsed a one year extension of UNMIT until 26 February 2011 with a gradual drawdown by the end of 2012. Following the withdrawal of UNMIT in December 2012, it was agreed with the government that a regular UN resident coordinator system will apply in Timor-Leste following more than thirteen years of UN peacekeeping or political missions. Subsequently, in May 2013, a Resident Coordinator has been appointed representing the Secretary-General, with the responsibility of coordinating United Nations activities in Timor-Leste.

As embodied in the national slogan "goodbye conflict, welcome development", launched by the Prime Minister in 2009, development, including continuing strengthening the national institutions, is the main challenge facing Timor-Leste today. It is therefore appropriate that the United Nations Development System assume the leadership of UN technical and other assistance in close cooperation with the Government.

At the same time, despite overall improvements in political and security situation, there is still a need for additional UN support to help Timor-Leste consolidate peace and achieve democratic transition. There are trends and triggers that could potentially lead to tensions and instability. These include: rising social inequality associated with lack of economic diversification; high level of youth unemployment; perception of growing level of corruption; how oil and gas revenue will be used for inclusive growth; and the development and implementation of new land laws which are currently under review by the Parliament. While there has been some notable progress, a significant challenge remains in the security sector reform in terms of clarifying divisions of responsibility between police and army and strengthening the former's capacity to promote the rule of law. There is also concern about the increasing concentration of political power and a lack of engagement and grooming of the youth - the next generation of political leaders who may credibly succeed if and when the transfer of power from the current political leaders takes place.

As part of efforts to address such challenges, the Government has been leading the global initiative of a "New Deal for engagement in fragile states" together with a group of other fragile and conflict affected countries. In 2012, the Government conducted a fragility assessment which assessed the country's status against 5 Peacebuilding and Statebuilding Goals (PSGs) in the area of: (i) Legitimate Politics; (ii) Security; (iii) Justice; (iv) Economic Foundation; and (v) Revenue and Services. The assessment noted progress Timor-Leste has made in each PSG area, but also highlighted the issues that the country need

to address in transitioning out of fragility, preventing relapse to conflict and consolidating democracy, including the need to build stronger democratic processes, strengthen capacity of justice institutions and promote job creation and private sector development

## II.    Project strategy

Through the deployment of the Peace and Development Advisor (PDA), this project aims to support the UN Resident Coordinator in strengthening UNCT's capacity to assist in Timor-Leste's efforts for consolidating peace and development. The project aims to contribute to strengthening various peacebuilding and development initiatives in Timor-Leste by building on existing peace initiatives, augmenting interventions, expanding partnership and adopting collaborative approach to sustainability of peace and stability.  It will also help the strategic re-positioning of the UN in Timor-Leste, after the withdrawal of UNMIT.

The results of this project will complement the Timorese national efforts for development by supporting national unity and conflict-sensitive programmes, strengthening key national institutions and promoting ongoing peacebuilding and development efforts.

The project builds on past experience and lessons learned from the "Support to the Department of Peace-building and Social Cohesion in Timor-Leste". The main lessons learned are that related to need to adapt to the shift in approach from emergency associated with displacement to peacebuilding and social cohesion. In addition, coordination among peacebuilding related institutions is not enough and need to be strengthened giving the lack of understanding of the peacebuilding concept and the division of labor of various actors. In parallel, the staff from the Department of Peacebuilding and Social Cohesion (DPBSC) has still limited capacity of information analysis on conflict prevention and conflict sensitive training. The same applies to UN staff. Therefore, peacebuiilding and statebuilding work needs to be continuous and systemic.

The main objective of this project is to come up with a sound and comprehensive analysis that enables the UNCT to: (a) strengthen its capacity to support the Government during the period of transition and beyond; (b) design relevant programs that address the core issues of fragility, peacebuilding and statebuilding to support the country's transition with a particular focus on democratic consolidation. The findings of such analysis will feed into the formulation of the new UNDAF (2015-19).  Through the RC, they will be shared regularly with DPA and UNDP in New York, strengthening the HQ's ability to provide necessary political advice and technical feedback to the UN efforts on the ground.

The PDA will serve as the liaison person with UN agencies and UN partners in Timor-Leste involved in peacebuilding and statebuilding as well as with the national stakeholders to get a better understanding of the dynamics under the transition process and ensure a smooth transition from peacekeeping to sustainable peace and development. This will be achieved through regular individual and formal consultations at national and local level and promotion of joint consultations with the government and civil society organizations, which will feed into the strategic analysis.

The strategy will lead into the following outputs:

**Strategic analysis and technical support for peacebuilding and develop a program strategy provided to facilitate UN transition**

The PDA will provide strategic analyses, regular socio-political updates, recommendations and advice for UNCT and identify areas for UN support so that the UN system can best assist national and local initiatives in moving forward peacebuilding and statebuilding agenda in Timor-Leste. As part of this effort, the project will also facilitate the development of UNCT's strategic partnerships with senior national and regional counterparts.

**UNCT's capacity in conflict sensitive programming and implementation strengthened**
For the UNCT, dedicated staff capacity to address peacebuilding programming will include a longer-term focus to ensure the integration of a conflict sensitive approach into the new UNDAF processes. Support will be provided through ongoing analysis of conflict dynamics in the country and training of the UNCT. The measuring of conflict sensitivity can be incorporated into the UNDAF monitoring and evaluation mechanisms. Sustained attention to ensure conflict sensitivity across all programmes will be the key in building awareness about the importance of conflict sensitivity more broadly. Specific conflict-sensitive programming support can also be provided to peacebuilding-related programmes implemented by UNCT, such as justice, security sector, youth employment and reconciliation.

## III.     Project Activities

**Output 1:** Strategic analysis and technical support for peacebuilding and statebuilding strategy provided to enhance UN transition

**Activity 1.1: Undertake socio-political analysis of Timor-Leste for the RC and UNCT**
Undertake comprehensive regular political analysis of and updates on Timor-Leste. This activity will include an updated conflict analysis, including the mapping and assessment of key political and peacebuilding actors and initiatives in Timor-Leste and recommendations for the UN's role in the short and long term.

**Activity 1.2:  Technical and programmatic support to the RC and UNCT in the provision of advice to the Government in its continuing efforts towards peacebuilding and statebuilding**
Convene dialogues among Timorese stakeholders in their efforts to bring about a process of national reconciliation and to foster social cohesion as well as between the government and the RC/UNCT resulting in agreed peace building and statebuilding priorities. In addition, this activity foresees support to coordination among key peacebuilding stakeholders at national and local levels in order to have a common vision of peacebuilding to increase synergies among existing peacebuilding programmes, such as UNDP's support to the Department of Peacebuilding and Social Cohesion. In this regard, program strategy inputs derived from the analysis should feed into the UNDAF transition process and reflection with all the relevant stakeholders.

**Activity 1.3: Develop strategic partnerships with relevant national and regional counterparts to move forward the peacebuilding agenda in Timor-Leste.**
Assist in strengthening UN relations and partnerships with relevant government counterparts and key stakeholders and development partners. This activity will include support the building of alliances and partnerships for peacebuilding-related strategies and initiatives; the RC in mobilizing resources for peacebuilding initiatives; and provide advice to relevant UNCT programmes aimed at deepening the national capacities for reconciliation and confidence building and other peacebuilding needs.

**Output 2:** UNCT's capacity in conflict sensitive programming and implementation strengthened

**Activity 2.1: Training of UNCT on conflict sensitive programming and implementation**
Support will be provided to ensure conflict sensitivity in the implementation of Timor-Leste UNDAF for 2014-2018 and create clear linkages with other programmatic areas. This activity will include trainings of UNCT on conflict-sensitive programming, focusing on specific on-going and planned initiatives, with follow up inputs as required and develop a specific guidelines and indicators for conflict-sensitive programme design, implementation and monitoring.

**Activity 2.2: Conduct conflict analysis**
Undertake ongoing analysis of conflict dynamics and political developments and provide advice on programmatic adjustment of UNCT's interventions in the area of peacebuilding, statebuilding and national cohesion. Establish a mechanism to coordinate conflict sensitivity among UN system. Incorporate conflict sensitivity into the M&E framework of UNCT programme. Through the RC, share regular political updates and analyses wit DPA and UNDP in New York.

## IV.    Management Arrangements

As noted in the Standard Operating Procedures for the Joint UNDP/DPA Programme on Building National Capacities for Conflict Prevention, the PDA reports to the Resident Coordinator in order to provide peace and development support to the entire UNCT, including both analytical and strategic support as well as concrete advice and guidance on programme implementation. To this end, the PDA should not be consider a fundamental part of the standard UNDP project organization structure but rather an additional capacity to provide support and strategic direction. The PDA will not engage in day to day programme management functions. She/he will work under direct supervision of the RC, working closely with the UN agencies and in close consultation with DPA and UNDP in New York.

UNDP will be responsible for the overall project coordination and implementation, consolidation of work plans and project papers, preparation of quarterly progress reports, reporting to the project supervisory bodies, and supervising the work of the project experts and other project staff. In order to fulfill the duties and responsibilities described in the Terms of Reference, the PDA will liaise closely with relevant UNCT colleagues, DPA and UNDP, as well as relevant Government institutions and civil society organizations and hold regular consultations with other project stakeholders. The purpose of these engagements will be to ensure that coordination is effective and that activities are undertaken in a conflict-sensitive manner, not to focus on the specific details of project implementation.

By linking the development engagements of the UNCT to a detailed understanding of the local political and conflict dynamics, the PDA will be based in the RC Office and be responsible for close monitoring of and reporting on external and internal factors affecting country's stability, in close consultation with DPA and UNDP, and will also support the resource mobilization efforts of UN agencies. The PDA will also deliver training for the staff within the UN system for sounder peacebuilding sensitive programming and management. The UNDP CO will provide specific support services for project implementation.

The main management functions relating to this Project are outlined as follows.

- The PDA will be based within the RC's office and provide strategic advice to the RC and UNCT on peacebuilding issues.
- The PDA will also provide the RC and UNCT with regular analyses on socio-political developments in Timor-Leste, particularly those affecting the nation's transition. Such analyses

should lead to recommendations and the identification of entry points for UN support for national and local initiatives aimed at promoting peace, reconciliation, and democratic consolidation. Through the RC, such analyses will be shared regularly with DPA and UNDP NY;

- The PDA will support the development of UNCT activities geared towards supporting the development of appropriate national capacities for peacebuilding as well as in support of national efforts for peace, reconciliation, and democratic consolidation in partnerships with relevant national and regional counterparts.
- UNDP will be responsible for the implementation of the activities described in the Project Document and, as such, required to provide overall supervision of implementation of the project activities;
- International/Local Consultants – will be engaged for bringing in technical expertise required for the project, but not available within the team.

## V.    Monitoring and Evaluation Plan

In accordance with the programming policies and procedures outlined in the UNDP User Guide, the project will be monitored through the following:

Within the annual cycle

- ➢ On a quarterly basis, a quality assessment shall record progress towards the completion of key results, based on quality criteria and methods captured in the Quality Management table below.
- ➢ An Issue Log shall be activated in Atlas and updated by the PDA to facilitate tracking and resolution of potential problems or requests for change.
- ➢ Based on the initial risk analysis submitted, a risk log shall be activated in Atlas and regularly updated by reviewing the external environment that may affect the project implementation.
- ➢ Based on the above information recorded in Atlas, a Project Progress Reports (PPR) shall be submitted by the PDA to the Project Board through Project Assurance, using the standard report format available in the Executive Snapshot.
- ➢ A project Lesson-learned log shall be activated and regularly updated to ensure on-going learning and adaptation within the organization, and to facilitate the preparation of the Lessons-learned Report at the end of the project.
- ➢ A Monitoring Schedule Plan shall be activated in Atlas and updated to track key management actions/events.

Annually

- ➢ **Annual Review Report**. An Annual Review Report shall be prepared by the PDA and shared with the Project Board and the Outcome Board. As minimum requirement, the Annual Review Report shall consist of the Atlas standard format for the QPR covering the whole year with updated information for each above element of the QPR as well as a summary of results achieved against pre-defined annual targets at the output level.

- ➢ **Annual Project Review**. Based on the above report, an annual project review shall be conducted during the fourth quarter of the year or soon after, to assess the performance of the project and appraise the Annual Work Plan (AWP) for the following year. In the last year, this review will be a final assessment. This review is driven by the Project Board and may involve other stakeholders as required. It shall focus on the extent to which progress is being made towards outputs, and that these remain aligned to appropriate outcomes.

## VI. Results and Resources Framework

**Intended Outcome as stated in the United Nations Development Assistance Framework:** By 2013, stronger democratic institutions and mechanisms for social cohesion are consolidated (UNDAF Outcome 1)

**Country Program Outcome:** Basic foundations for post-crisis security, conflict analysis and resolution and social cohesion strengthened. (CPD Outcome 8)

**Applicable Key Result Area :** Crisis Prevention and Recovery

**Partnership Strategy:**

**Project title and ID (ATLAS Award ID):**

**Project Output 1: Technical and programmatic support to peacebuilding and development programme strategy provided to enhance UN transition**

| Intended Outputs | Indicative activities | Baselines | Verifiable indicators | Inputs | Budget |
|---|---|---|---|---|---|
| Activity 1.1: Undertake socio- political analysis of the context for the RC and UNCT | 1.1. Undertake socio- political analysis for the RC and UNCT | Post UNMIT UNCT lacks capacity for undertaking regular socio political country analysis | # of different actors/organizations/initiatives mapped | Multi-stakeholder forum Consultations Travel | 10,000 |
| | Undertake a mapping and assessment of key peacebuilding actors and initiatives. | | # of consultations and exchanges held between these actors to increase coordination, including | | |
| | Data analysis and report writing on socio political dynamics and as it relates to developmental activities in the country | | % of women represented. | | |
| | Prepare briefing notes and provide continuous analysis to RC/UNCT in political developments and conflict dynamics particularly related to the Fragility Assessment and PSGs with a view to identifying possible areas for UN support | | # of political updates/analyses produced | | |

| Activity | Detailed activities | Baseline | Indicators | Means | Budget |
|---|---|---|---|---|---|
| Activity 1.2: Technical and programmatic support to the provision of UNCT in the provision of advice to the Government in its continuing efforts towards peace building and statebuilding | 1.2. Facilitate political dialogues among Timorese stakeholders, in their efforts to foster social cohesion ensuring the engagement and participation of marginalized groups (i.e. youth, women, etc.)<br><br>Organize dialogue between the government and RC/UNCT resulting in agreed peace building and reconciliation priorities and implementation of the New Deal.<br><br>Facilitate coordination among key peacebuilding stakeholders at national and local levels in order to have a common vision of peacebuilding to increase synergies among existing peacebuilding programmes<br><br>Bring in the findings of the analysis into the UNDAF revision process | Peacebuilding and reconciliation not strongly reflected and concept not robustly clarified under the Five Year Plan of the Government. | #of recommendations to the government to enhance peacebuilding and reconciliation.<br><br>#of engagements with national stakeholders<br><br>#of engagements with local stakeholders<br><br>#of engagements with civil society organizations<br><br>#of engagements between the government and civil society organizations | UNCT Consultations Multi-stakeholder forums Government/UNCT consultations | 10,000 |
| Activity 1.3. Develop strategic partnerships with relevant national and regional counterparts to move forward the peacebuilding agenda in Timor-Leste. | 1.3. Engage with national and regional partners to identify and understand ongoing national and local peace/building initiatives, and identify entry points on conflict prevention, reconciliation and confidence building initiatives<br><br>Support the RC/UNCT in mobilizing resources for peacebuilding | Weak capacities on reconciliation and peacebuilding initiatives at national level | | Multi-stakeholder forum Travel | 20,000 |

| Subtotal for Project Output 1 | | | | | 40,000 |
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| **Project Output 2: Conflict sensitivity in UNCT Programme and Project design and implementation enhanced** | | | | | |
| 2.1 UNCT's capacities on conflict sensitive programming strengthened. | 2.1. Support integration of a conflict sensitivity in the formulation and implementation of the UNDAF including developing specific guidelines and indicators for conflict-sensitive programme design, implementation and monitoring & evaluation.<br><br>Training of UNCT personnel in Timor-Leste with ongoing follow up to ensure sustained attention to conflict sensitive programming. | Currently no systemized training of staff or special attention to the integration of conflict sensitivity in UNDP's work in Timor-Leste. | # of staff members trained (with % of women staff received training)<br># of positive feedback/evaluation forms filled in by trained staff | Training sessions /material | 10,000 |
| 2.2 Conflict and Development Analysis conducted and incorporated into the next UNDAF and shared with DPA/UNDP. | 2.2 Undertake consultations with the UNCT on the methodology and process Establish a mechanism to coordinate conflict sensitivity among UN system<br><br>Identify a core group from the UNCT to work on the analysis and guide the process.<br><br>Consult civil society and government as relevant on the CDA and other relevant political/conflict analyses.<br>Undertake the analysis<br>Incorporation of conflict sensitivity into the M&E framework of UNCT Timor-Leste. | Currently no systemized conflict analysis of Timor-Leste in the UNDAF/available to DPA/UNDP. | #of sessions on conflict sensitivity conducted for the implementation of UNCT members for UNDAF implementation<br><br>#of consultations with UNCT, civil society and government<br><br># of CDA and other relevant political/conflict analyses conducted to feed into the UNDAF and to inform DPA/UNDP's work at the HQs. | UNCT consultations<br><br>UNCT, government and civil society consultations | 10,000 |
| Subtotal for Project Output 2 | | | | | 20,000 |
| **Technical Support and Project Management** | | | | | |

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|---|---|---|
| Recruitment of dedicated human resources | Recruitment of Peace and Development Advisor | 290,000 |
| *Subtotal for technical support and project management* | | 290,000 |
| Subtotal for output 1+2 | | 60,000 |
| Subtotal for technical support and project management | | 290,000 |
| ***Total Project Outputs + Technical Support and Project Management*** | | **350,000** |

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| **UNITED NATIONS DEVELOPMENT PROGRAMME** **POST PROFILE** | |

| PEACE & DEVELOPMENT ADVISOR | |
|---|---|
| **Location :** | Dili, TIMOR-LESTE |
| **Vacancy Type :** | |
| **Application Deadline :** | |
| **Type of Contract :** | FTA International |
| **Post Level :** | P4 /P5 |
| **Languages Required :** | English |
| **Starting Date :** | |
| **Duration of Initial Contract :** | 1 year with possibility of extension |
| **Expected Duration of Assignment :** | Initially from 1 August 2013 to 31 July 2014 |

## KEY RESULTS EXPECTED/MAJOR FUNCTIONAL ACTIVITIES

**Summary of Key Functions:**

The Advisor will work under the direct supervision of the Resident Coordinator (RC). The Advisor would be undertaking the following key tasks:

1. Provide strategic advice to the RC   and UNCT on peacebuilding issues;
2. Provide regular analyses on socio-political developments. Identify areas for UN support for national and local initiatives aimed at promoting peace, reconciliation and democratic consolidation.
3. Support national efforts for peace, reconciliation and democratic consolidation in partnerships with relevant national and regional counterparts.
4. Develop UNCT and appropriate national capacities for peace building.

## I. Key Results Expected/Major Functional Activities

Provide strategic advice to the RC on peacebuilding

- Undertake comprehensive analysis of issues related to peace building for the RC with support of DPA/UNDP HQ.
- Advise the RC and, as appropriate, other UN entities, in supporting national peace-building initiatives and developing appropriate strategic interventions.  Contextualize international peace building practices for Timor Leste.

Provide regular analyses on socio-political developments as they relate to developmental activities under the Timor-Leste Strategic Development Plan. Identify areas for UN support so that the UN system can best assist national and local initiatives.

- Provide the RC with reports and analyses on socio political dynamics.
- Directly engage national and international partners to identify and understand ongoing national and local peacebuilding initiatives, ensuring the engagement and participation of marginalized groups, such as women and youth.
- Undertake a peace and development analysis for UNCT, building on the fragility assessment conducted by the GoTL.
- Recommend appropriate actions for the UNCT to support the New Deal and as required support the Government in the implementation of the New Deal and monitoring of PSGs

Develop strategic partnerships with relevant national and regional counterparts to move forward the peacebuilding agenda in Timor.

- Strengthen UN relations and partnerships with relevant government counterparts and key stakeholders and development partners, both at national and regional levels.
- Support the building of alliances and partnerships for peacebuilding-related strategies and initiatives.
- Support the RC in mobilizing resources for peacebuilding initiatives.
- Provide advice to relevant UNCT programmes aimed at building the national capacities for conflict transformation, conflict analysis, conflict sensitive development and other peacebuilding needs.

Develop UNCT and appropriate national capacities for peacebuilding

- Support and advise the Resident Coordinator and UNCT to develop and implement conflict-sensitive development programming
- Support activities in training and knowledge networking, for creation of a critical mass of UN and partners with the necessary skills in peace building, conflict analysis and conflict sensitive programming;
- Establish and chair a working group on peace building within the UNCT at the technical level for the UN to coordinate its activities

## II. Competencies

Corporate Competencies:
- Demonstrates integrity by modeling the UN's values and ethical standards
- Promotes the vision, mission, and strategic goals of the UN.
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability
- Treats all people fairly without favoritism

Functional Competencies

Knowledge Management and Learning
- Strong analytical capacity, including the ability to analyze and articulate conflict management, peace-building, recovery and development dimensions and related issues that require a coordinated UN response and provide policy advice to high level UN officials;
- Sound skills and demonstrated experience in facilitation, consensus-building, multi-stakeholder processes and negotiation;
- Effective communication and inter-personal skills and ability to establish and maintain effective partnerships and working relationships with internal and external parties in a multi-cultural environment;
- Ability to contribute to strategic planning, results-based management and reporting;
- Ability to advise and oversee formulation, implementation, monitoring, and evaluation of projects and programmes, including through the mainstreaming of conflict sensitivity;
- Sound understanding and capability to empower and strengthen the capacity of national counterparts;
- Ability to identify issues and to use sound judgment in applying technical expertise to address myriad challenges;

Development and Operational Effectiveness
- Proactive in developing strategies to accomplish objectives;
- Good knowledge of institutional mandates, policies and guidelines pertaining to peace-building, recovery and development issues and sound knowledge of the institutions of the UN system.
- Willingness to keep abreast of new developments in the field.

Management and Leadership
- Excellent communication (spoken and written) skills, including the ability to draft/edit a variety of written reports and communications and to articulate ideas in a clear, concise style
- Ability to plan own work, manage conflicting priorities and work under pressure of tight and conflicting deadlines.
- Fully proficient computer skills and use of relevant software and other applications
- Excellent interpersonal skills and ability to establish and maintain effective partnerships and working relations

| Required skills and experience | |
|---|---|
| Education: | • Advanced University degree (Master's Degree) preferably in political or social science, international studies, public administration, economics; or the equivalent combination of education and experience in a related area. |

| Experience: | • At least 10 years (national and international levels) of senior level experience in conflict analysis, policy, and strategy development, development and/or conflict prevention in a governmental, multilateral or civil society organization. Specific experience in building national capacities for conflict prevention would be an asset;<br>• Proven policy, advisory and advocacy experience and track record of engagement with senior levels of government, United Nations, and donors.<br>• Proven experience and understanding of the linkages between UN's political and development work, with ability to identify complementarities and ensure effectiveness across different areas of UN engagement;<br>• Strong analysis skills, good oral and written presentations and excellent communication with high level partners;<br>• Proven experience in development programming, including good understanding of UN programming modalities, and rules and regulations.<br>• Demonstrable ability to work in a team environment, and to strengthen team cohesion through collective action and individual initiative;<br>• Demonstrable ability to engage with sensitivity, strategic foresight, and political acumen in situations involving multiple - especially political - actors and stakeholders. |
| --- | --- |
| Language Requirements: | • Fluency in English, fluency in Portugese will be desirable. |