



## “WE-RISE! Women’s Empowerment for Resilience, Inclusion, Sustainability and Environment”

**T05-EUTF-HOA-SD-96-02**



### PROFESSIONAL VACANCY ANNOUNCEMENT No. WE-RISE!/03/2021

#### Technical Advisor – Institutional Partnerships and Public Policies

**Profile:** Technical Advisor (Institutional Partnerships and Public Policies) – National

**Program:** T05-EUTF-HOA-SDN-96-02 "WE-RISE! Women’s Empowerment for Resilience, Inclusion, Sustainability and Environment".

#### Applicable regulations:

Resolution of the Joint Committee of 19 November 2019 n. 101 “Criteria and methods for the selection of personnel not belonging to the Public Administration to be hired with a fixed-term private law contract ruled by the local law with reference to article 11 .1 c) AICS statute”.

The Italian Agency for Development Cooperation (AICS) – Khartoum office, intends to recruit a **Technical Advisor** in the framework of the Program T05-EUTF-HOA-SDN-96-02 "WE-RISE! Women’s Empowerment for Resilience, Inclusion, Sustainability and Environment" (hereafter referred to as “the Program”), financed by the European Union and executed by AICS Khartoum and the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) Country Office.

#### PROGRAMME DESCRIPTION

The Program, jointly implemented by AICS and UN Women, is part of the special allocation 2019-2020 channeled under the European Union Emergency Trust Fund for stability and addressing root causes of irregular migration and displaced persons in Africa (EUTF) to support the democratic transition in Sudan. The Program aims at creating a conducive environment for the economic empowerment of women living in the most vulnerable situations in Khartoum, Kassala, Gedaref and Red Sea States through microfinance mechanisms, technical assistance for institutional and policy development, and cultural change, in a period of 36 months.

This specific objective will be achieved through microfinance interventions that have significant potential for contributing to women’s economic and social empowerment (Result 1 - AICS component). Access to savings, new and dedicated credit lines can initiate or strengthen a series of interlinked and mutually reinforcing “power and saving capacity” of beneficiaries, accelerating agricultural production, poverty reduction and economic growth in the long term, in an inclusive and equal way. Income and production growth may contribute to a different and more sustainable consumption model.

Moreover, these empowerment modalities will be translated into practical policies for the mainstreaming of women’s empowerment concerns throughout all aspects of national policies for gender equality (Result 2 – UN Women component).

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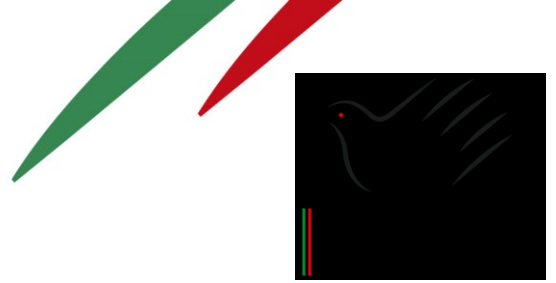
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Finally, the main barriers for Women’s Economic Empowerment (WEE) will be addressed to enable a conducive environment, including the prevention of negative social norms, the creation of mechanisms to address Gender Based Violence (GBV) as obstacle to WEE and the promotion of positive social norms towards GEWE (Result 3 - AICS component).

### TERMS OF REFERENCE

**Professional position required: Technical Advisor – TA (National)**

**Duty station:** Khartoum, with travels to Kassala, Gedaref and Red Sea States.

**Duration:** The contract will be up to 12 months, including a three-month probation period, with possibility of extension up to the end of the project (three-year project).

**Expected start of employment:** July 2021 and/or within one month of the publication of the ranking list.

**Remuneration:** Euro 2.900 gross monthly salary

### 1. KEY FUNCTIONS

Under the supervision of the Team Leader, the Technical Advisor – Institutional Partnerships and Public Policies, is responsible for developing and maintaining strategic partnerships with relevant institutions functional to the program framework. S/he will report directly to the Team Leader and in collaboration with the PMU is responsible for social policy analysis and planning. The TA will apply a special focus on social protection and inclusion, with a dedicated approach to the initiative’s specific topics: women’s empowerment, ending poverty, human rights, decentralization and governance issues. By engaging in policy analyses and dialogue, and by articulating and securing AICS’s inputs into national processes, s/he ensures the centrality of social development and social protection issues in public policies and budget allocation, providing substantial input and guidance to relevant institutional partners.

In particular, under the supervision of the Team Leader and in coordination with the PMU, the Technical Advisor will:

- Prepare, establish and support effective partnerships and networks with institutional counterparts and governmental authorities, providing high level technical assistance to social development policies, strategies and frameworks, in line with the Initiative framework and AICS Khartoum priorities, national development goals and global agendas and the main international conventions;
- Support technically central and local authorities to improve policies, planning, budgeting, consultation and accountability processes in social inclusion and social protection sectors according to the sector of intervention of the Action;

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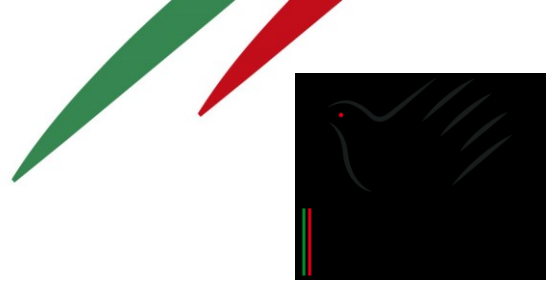
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- Support the established partnerships with the identified institutional counterparts and collaborate to the mobilization of human, technical and financial resources, in line with the programmed activities;
- Support the project activities related to studies, policies and thematic documents to be produced as part of the country action and as knowledge management;
- Support the interaction between the PMU and the national authorities at federal and state level, and with regard to implementation and monitoring of the planned activities and project outcomes contribute to the evaluation and analysis of the achieved indicators;
- Under the supervision of the team Leader and in Coordination with the PMU, advises and provides recommendations regarding the Initiative and the Country Action, ensuring the cooperation with institutional partners, and supporting the mainstreaming of social protection and social inclusion principles;
- Contribute to the preparation of all technical reports (Annuals and final reports to be submitted to the EU Delegation), in close collaboration with the PMU. She/He will deliver monitoring and updating reports on his work consistently and in agreement with the PMU, in particular with government counterparties
- Provide technical assistance during appraisal missions of external evaluators and of EU Commission representatives;
- Ensure coordination and synergies with all other Humanitarian and Development initiatives implemented by AICS and provide expertise for highest impact and results;
- Perform any other activity required for the correct implementation of the Program.

## **2. REQUIREMENTS**

### **Essential requirements**

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);

#### **Education:**

- Advanced university degree in social sciences, or development policy and planning, or other relevant areas.

#### **Language:**

- English both written and spoken: B2 European level
- Arabic, if not mother tongue C2 International Level

#### **Experience and competencies:**

- At least 10 years of progressively responsible professional work experience at national and international levels in social development and social protection;

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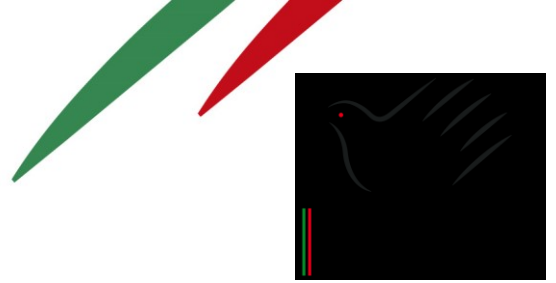
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- Experience in working with multilateral financing institutions and good knowledge of social development sector, government policies, guidelines, legislation and strategies related to fundraising;
- Good knowledge of the office package software (excel, word, PowerPoint);

### **Preferred requirements**

- Previous working experience with The Italian Agency for Development Cooperation;
- Knowledge of the Italian and European procurement procedures (PRAG);

### **3. HOW TO APPLY**

The submission of the application, duly signed, should indicate the number of the vacancy announcement. The application shall be written in English and include the attached form Legally Binding Statement (according to art. 46 of Italian D.P.R. 28.12.2000 n. 445), indicating:

- a) Surname, name, date and place of birth;
- b) Residence;
- c) Age not exceeding (at the time of signing the contract) that required for retirement by local regulation (60 years), or by Italian regulation (ref. Law 398/87) for candidates’ subject to the Italian social security system (67 years);
- d) Citizenship;
- e) Being medically fit for employment;
- f) Full enjoyment of political and civil rights;
- g) Absence of convictions for any criminal offence and absence of any pending criminal and accounting offences both in Italy and abroad;
- h) Not to have been dismissed, dispensed, declared lapsed or fired from employment in a public administration, both in Italy and abroad;
- i) 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 Khartoum;
- j) To have acquired the academic qualification required by the selection notice;
- k) To have acquired the professional experience required by the selection notice;
- l) To have a written and spoken knowledge of English language, at least level C1 of the Common European Framework of Reference for Languages;
- m) To have a written and spoken knowledge of Arabic language, if not mother tongue at least level C2 of the Common European Framework of Reference for Languages;
- n) To have knowledge and consistent effective use of the main Microsoft Office applications;

Any false declaration will incur penal sanctions according to article 76 of Italian D.P.R. 28.12.2000, n. 445.

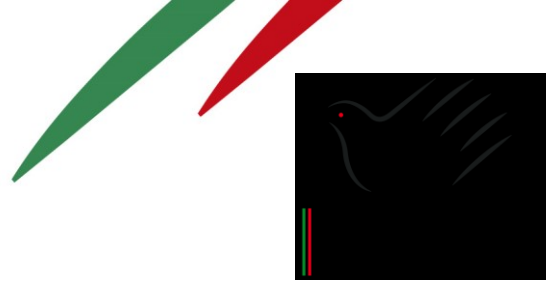
The application shall also include:

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- 1) Signed Curriculum vitae in Europass format and in English
- 2) Signed Motivation letter in English
- 3) Signed Legally Binding Self-declaration
- 4) Copy of valid passport/ID card

All documents need to be dated and signed by the applicant.

The applicant should also provide a telephone number and an email address for communications. The applicant must communicate any changes occurring after the submission of the application for this vacancy. The signed application and all attachments should be received before **12:00 (Central European time) on the 20<sup>th</sup> June 2021** at the following email address: [recruitment.sudan@aics.gov.it](mailto:recruitment.sudan@aics.gov.it).

We encourage applicants to submit the application well before the deadline date. The subject of the email must contain the vacancy announcement number **WE-RISE!/03/2021**

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

The following will determine exclusion from the selection procedure:

- a) Applications lacking any of the essential eligibility requirements;
- b) Applications received after the deadline stated in this announcement and not following terms and modality set out in the present announcement;
- c) Application documents not signed.

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

Once the terms of validity of the notice have elapsed, the head of AICS office in Khartoum 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 candidates concerned. Subsequently, a recruitment commission of three members appointed according to art. 2 of the document approved by the Delibera n.101 of the Joint Committee n.101 evaluates the merits of applications by assigning a maximum overall score of 100 points according to the following criteria:

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

- Additional academic titles than the obligatory one: up to 10 points;
- Language skills: up to 10 points;
- Professional experience: up to 40 points;
- Other qualifications of professional skills: up to 10 points.

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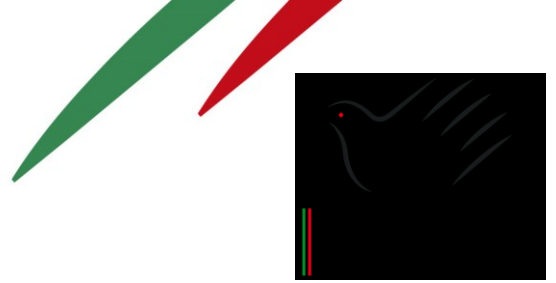
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### **INTERVIEW (Max 30 points)**

Candidates who score at least 40 points, in the assessment of qualifications, are invited for an interview. A maximum score of 30 points can be attributed. The interview will be carried out at the premises of the Italian Agency for Development Cooperation in Khartoum in person or by skype/teams/zoom.

The interview shall be held in the languages indicated in the vacancy announcement and might assess also with practical tests, the applicant’s knowledge and experience, languages skills, his or her ability to carry out the position and any other skills deemed necessary to assess the candidate’s profile in relation to the post to be filled.

The invitation for an interview will be communicated by telephone or by email to the number and email indicated by the candidate in the application. Applicants are not entitled to reimbursement of any costs incurred in connection with the interview.

Following the interview process, a list of candidates is drawn which includes only candidates with an overall score above 60% of the maximum attributable points (60 points).

### **6. RESULTS OF THE SELECTION**

The candidate with the highest score in the ranking list is declared the winner. He/she is informed by email or any other appropriate means. The ranking list remains valid for one year and can be extended for 1 additional year whenever deemed necessary for the implementation of the initiative. In case of a decline by the winning candidate or an early termination of the contract, AICS may assign the position to the next candidate in the ranking list.

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

The ranking list is published on AICS and AICS Khartoum Office website.

In the employment contract between AICS Khartoum and the candidate - selected through the recruitment procedure – both parties can – in the presence of a just cause or a fact of such gravity that does not allow the continuation, not even provisional, of the employment relationship - withdraw from the contract.

In any case, the employee may withdraw from the contract with a 6 months’ notice.

The employment contract foreseen the signature of the Italian Agency for Development Cooperation Code of Ethics and Behaviour of staff by the employee according to art. 11, comma 1, let. C) of the Ministry Decree n. 113 July 22<sup>nd</sup> 2015.



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## **7. PROTECTION OF THE PRIVACY**

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

## **8. PROTECTION CLAUSE**

At any stage of the selection process, the Italian Cooperation Agency in Khartoum has the right at its own complete discretion to terminate the recruitment process.

## **9. TRANSPARENCY**

This vacancy announcement is published on AICS Rome and AICS Khartoum.

Khartoum, June 3rd 2021

**Deputy Head of AICS Khartoum Office  
Regency ad interim  
Maria Cristina Pescante**