



General Secretariat (GS)

Geneva, 19 February 2024

E-mail: HRerecruit@itu.int

To the Director-General

Circular letter No. 24/8

Subject: **VACANCY NOTICE No. 1525D-2024/BDT-DDR/EXTERNAL/D1 “Regional Director, ITU Regional Office for Africa”**

Dear Madam, Dear Sir,

The post described in the Annex is to be filled at the ITU Regional Office for Africa.

The relevant job description with the qualifications required, as well as all other useful information, is annexed hereto.

Administrations are requested to circulate vacancy notices to all potential sources of recruitment including universities, institutes, associations of engineers and the private sector as the case may be.

I would be grateful if Administrations would invite qualified candidates and especially women candidates to apply for the above position not later than 22/04/2024 on ITU career website:

[Regional Director, ITU Regional Office for Africa \(itu.int\)](https://www.itu.int)

The Plenipotentiary Conference adopted the Resolution 48 (Rev. Dubai 2018), affirming that: “...when filling vacant posts by international recruitment, in choosing between candidates who meet the qualification requirements for a post, preference shall be given to candidates from regions of the world which are under-represented in the staffing of the Union, taking into account the balance between female and male staff mandated by the United Nations common system;”.

Yours faithfully,

Doreen Bogdan-Martin

Secretary-General

Annexes: **VACANCY NOTICE No. 1525D-2024/BDT-DDR/EXTERNAL/D1 “Regional Director, ITU Regional Office for Africa”**

Job Title: Regional Director, ITU Regional Office for Africa

INTERNATIONAL TELECOMMUNICATION UNION

ITU is the leading United Nations agency for information and communication technologies, with the mission to connect the world. To achieve this, ITU manages the radio-frequency spectrum and satellite orbits at the international level, works to improve communication infrastructure in the developing world, and establishes global standards that foster seamless interconnection of a vast range of communication systems.

Regional Director, ITU Regional Office for Africa

Vacancy notice no: 1525

Sector: BDT

Department: DDR

Country of contract: Ethiopia

Duty station: Addis Ababa

Position number: TD25R/D1/786

Grade: D1

Type of contract: Fixed-term

Duration of contract: 2 years with possibility of renewal for 2 additional years

Recruitment open to: External

Application deadline (Midnight Geneva Time): 22 April 2024

ORGANIZATIONAL UNIT

The Telecommunication Development Bureau (BDT) is responsible for the organization and coordination of the work of the Telecommunication Development Sector (ITU-D) of the Union which deals mainly with ICT-focused development policies, strategies and programmes, as well as technical cooperation activities, to promote digital inclusion and drive digital transformation at community, country and regional levels. To effectively and efficiently serve the needs of ITU members, BDT is organized into four functional areas:

- Office of the Deputy to the Director and Field Operations Coordination Department
- Partnerships for Digital Development Department
- Digital Networks & Society Department
- Digital Knowledge Hub Department

The office of the Deputy to the Director and Field Operations Coordination Department is responsible for advising and supporting the Director on the direction and management of the Bureau. It is also responsible for leading all matters related to personnel, strategic, financial and operational planning and reporting processes. The department oversees the work of the Regional Offices, ensuring proper delegation of authority and accountability of the Regional Offices. This department coordinates the holding of BDT conferences and events, monitors the implementation of decisions emanating from the World Telecommunication Development Conference (WTDC), the Telecommunication Development Advisory Group (TDAG) or Council, and cooperates closely with the other Sectors of the Union and the General Secretariat on matters of relevance to BDT and the overall work of the Union. BDT Regional Directors report to this department.

DUTIES AND RESPONSIBILITIES

Under the overall direction of the Director of the Telecommunication Development Bureau (BDT) and the direct supervision of the Deputy to the Director and Chief of Field Operations Coordination Department, the Regional Director, ITU Regional Office for Africa serves as leader and role model and takes ownership for all responsibilities and delivers outputs within prescribed time, cost and quality standards related to the mandate of the ITU Regional Office for Africa.

The Regional Director operates in compliance with organizational regulations and rules and takes responsibilities towards the successful achievement of delegated assignments including the planning, organization, and direction of the work of the Regional Office. To this extent, the incumbent will perform the following duties:

- Lead and direct the activities of the ITU Regional Office for Africa, including human and financial resources ensuring compliance with organizational regulations and rules and assigned mandate in line with Result Based Management (RBM) and Result Based Budgeting (RBB); empower and build the capacity of the team to increase their commitment; and drive change to achieve objectives in the region.
- Act as the representative of ITU in the African region, including promoting the active participation of member governments, sector members, associates, and academia in the work of ITU.
- Direct the work programme of the Regional Office in alignment with the BDT Thematic Priorities and close collaboration with the other BDT Departments and Divisions, as well as the Standardization and Radiocommunication Bureau.
- Formulate and implement, in consultation with the concerned ITU divisions, the programme of work of the Regional Office, the regional priorities and utilization of resources for the effective and timely delivery of mandated outputs; ensure that regional projects/activities and initiatives are aligned with and reinforce the overall strategic framework of the ITU, in particular the ITU-D Kigali Action Plan and the resulting Regional Initiatives; and serve to reinforce the ITU's core mandate, in advancing Connectivity for All.
- Direct the conceptualization, development and efficient implementation of projects to support the regional programme of work and the regional initiatives; ensure all projects are well formulated, define roles and responsibilities, and have clear deliverables and timeline; and engage with governments, donor institutions, regional and international organizations, and the private sector to collaborate and support these projects.
- Provide advice to the BDT Director and other elected officials on emerging issues and concerns in the region, including those gathered from consultations/discussions with government officials, sector members, representatives of other UN or regional organizations, institutions, and stakeholders; and provide advice toward developing courses of action, taking into consideration the socio-economic and political context of the region.
- Work closely with the United Nations Economic Commission for Africa (UNECA), coordinate closely with UN Country Teams (the Resident Coordinators), sub-regional organizations and other stakeholders, in the advancement of the UN Sustainable Development Goals and as a member organization of the UN Development Group, to identify needs and priorities for technical assistance and cooperation and to facilitate the implementation of those programmes.
- Participate in the UN Common Country Assessments and in the Development Cooperation Framework.
- Facilitate the exchange of knowledge and information of ICT practices in the region.
- Ensure that the outputs produced by the Regional Office maintain high-quality standards and are consistent with ITU-D work programmes; that reports are clear, objective and based on comprehensive data.
- Participate in international, regional, or national meetings and provide policy advice and technical assistance in information and communication technology (ICT) policies and programmes to governments in coordination with other existing entities, including those within the UN system.
- Promote and negotiate partnership among member countries, private sector, civil society, and other relevant development partners in addressing key priority areas of the region.
- Work closely with the African Union, the African Telecommunication Union (ATU) and other regional and sub-regional groups to coordinate joint programmes to advance ITU's Connect 2030 agenda.
- Provide managerial direction, guidance, and leadership to all the regional staff in the region. Ensure effective workforce planning and timely recruitments. Manage the performance of personnel under his/her supervision; provide ongoing performance and career development feedback, timely completion of performance assessments and coaching.
- Direct and oversee all programmatic, administrative, and managerial tasks necessary for the functioning of the Regional Office, including preparation of budgets, and inputs for results-based management and budgeting, reporting on budget/programme performance indicators, recruitment/selection of candidates, evaluation of staff performance, and development/guidance of staff under his/her supervision.
- Perform any other duty in his/her field of competence that may be assigned to him/her.

CORE COMPETENCIES

Applying Expertise; Effective Communication; Learning and Knowledge Sharing; Organizational Commitment; Results-Focused, and; Teamwork and Collaboration.

FUNCTIONAL COMPETENCIES

Analysis, Judgement and Decision Making
Client and Service Orientation
Innovation and Facilitating Change
Leadership
Networking and Building Partnerships
Planning and Organising
Successful Management

TECHNICAL COMPETENCIES

- Ability to direct the management of financial and human resources of the ITU Regional Office for Africa.
- Political and diplomatic skills to liaise, negotiate and manage relationships with key stakeholders.
- Knowledge and proven application of results-based management methodologies and management principles.
- Ability to identify key strategic issues, opportunities, and risks and to formulate and take responsive initiatives.
- High level of negotiating skills and ability to maintain efficient working relationships with stakeholders, with sensitivity to ITU's multi-cultural, multi-ethnic environment and respect for diversity.
- Accountability: Takes ownership of all responsibilities and honors commitments; delivers outputs for which one has responsibility within prescribed time, cost and quality standards; operates in compliance with organizational regulations and rules; supports subordinates, provides oversight and takes responsibility for delegated assignments; takes personal responsibility for his/her own shortcomings and those of the work unit, where applicable.

QUALIFICATIONS REQUIRED

Education:

Advanced university degree in business or public administration/management, international development, economics or telecommunications or a related field OR education from a reputed college of advanced education with a diploma of equivalent standard to that of an advanced university degree in one of the fields above. For internal candidates, a first university degree in one of the fields above in combination with twenty years of qualifying experience may be accepted in lieu of an advanced university degree for promotion or rotation purposes.

Experience:

At least fifteen years of progressively responsible experience, including at least seven years at the international level. A Doctorate in a related field can be considered as a substitute for three years of working experience. At least five years of proven experience at a senior management level in managing development programs or related work in a telecommunication/ICT administration/organization/regulator or recognized agency. Managerial experience in administration, finance, human resources management and mobilization is required. Field experience is essential. Strong track record of leadership in development programmes. Proven experience to develop and manage large scale projects. Proven experience to lead, develop and motivate a diverse team of technical and programme specialists to achieve demonstrable results.

Languages:

Knowledge of one of the six official languages of the Union (Arabic, Chinese, English, French, Russian, Spanish) at advanced level and knowledge of a second official language at intermediate level. Knowledge of a third official language would be an advantage. (Under the provisions of Resolution No. 626 of the Council, a relaxation of the language requirements may be authorized in the case of candidates from developing countries: when candidates from such countries possess a thorough knowledge of one of the official languages of the Union, their applications may be taken into consideration).

BENEFITS AND ENTITLEMENTS

Salary:

Total annual salary consists of a net annual salary (net of taxes and before medical insurance and pension fund deductions) in US dollars and a post adjustment (PA) (cost of living allowance). The PA is variable and subject to change without notice in accordance with the rates as set within the UN Common System for salaries and allowances.

Annual salary from \$ 106,023 + post adjustment \$ 65,204

Other allowances and benefits subject to specific terms of appointment, please refer to:
http://jobs.itu.int/content/Ce-que-nous-offrons/?locale=fr_FR

INFORMATION ON RECRUITMENT PROCESS

Please note that all candidates must complete an on-line application and provide complete and accurate information. To apply, please visit the ITU [Careers](#) website. The evaluation of candidates is based on the criteria in the vacancy notice, and may include tests and/or assessments, as well as a competency-based interview. ITU uses communication technologies such as video or teleconference, e-mail correspondence, etc. for the assessment and evaluation of candidates. Please note that only selected candidates will be further contacted and candidates in the final selection step will be subject to reference checks based on the information provided. Messages originating from a non ITU e-mail account - @itu.int - should be disregarded. ITU does not charge a fee at any stage of the recruitment process.

ITU applies a zero-tolerance policy against all forms of harassment. ITU is committed to diversity and inclusion within its workforce, and encourages all candidates, irrespective of gender, nationality, religious and ethnic backgrounds, including persons with disabilities, to apply to become a part of the organization. Achieving gender balance is a high priority for ITU.