



# United Nations Support Office In Somalia (UNSOS)



United Nations Core Values: Integrity, Professionalism, Respect for Diversity

THIS POSITION IS OPEN TO SOMALI NATIONALS ONLY AND DOES NOT HAVE INTERNATIONAL BENEFITS

FEMALE CANDIDATES ARE PARTICULARLY ENCOURAGED TO APPLY

**DEADLINE FOR APPLICATIONS:** 01 MARCH 2016

**DATE OF ISSUANCE:** 02 FEBRUARY 2016

**FUNCTIONAL TITLE:** CORRECTIONS OFFICER

**LEVEL:** NPO-B

**SECTIONS UNIT:** RULE OF LAW AND SECURITY INSTITUTIONS

**LOCATION:** MOGADISHU

**DURATION OF CONTRACT:** ONE (1) YEAR FIXED TERM

**VACANCY ANNOUNCEMENT NUMBER:** UNSOM//ROLSIG/003/2016

## DESCRIPTION and RESPONSIBILITIES

The position is based at UNSOM headquarters in Mogadishu. Under the supervision of an international Corrections Officer (P4), the incumbent will have the following responsibilities:

- Monitor, analyze and report on the conditions within the prison system in Somalia, by regular prison visits and liaison with variety of sources; Evaluate the legal framework with respect to the corrections system in Somalia and assist in the review and drafting of (secondary) legislation;
- Produce reports on prison conditions, including the implementation of the Standard Minimum Rules for the Treatment of Prisoners, and assist in the preparation of briefings notes and other types of communications; Establish and maintain contacts and effective relations with government officials and civil society representatives and serve as liaison officer between national authorities, the UN and potential partners;
- Assist in designing, developing and implementing corrections training programmes (formal and on-the-job training) for all levels of staff including new recruits, supervisory and management staff, non-uniform administrative staff;
- Develop and strengthen the national capacity to design, develop, deliver and evaluate training programmes;
- Regularly consult and collaborate with appropriate UN Agencies, and other development partners including international and national NGOs, in relation to support for training and other initiatives to develop the prison system in Somalia;
- Provide technical and operational assistance in programme development and implementation;
- Act as interpreter and translator as required; provide guidance to the Rule of Law and Security Institutions Group, particularly the Joint Justice and Corrections Section on linguistic, cultural and social matters in order to facilitate the development of minimum standards for the treatment of prisoners strategies appropriate to realities on the ground;
- Perform other duties as may be required by the Corrections Officers and the Chief of the Justice and Corrections Team.

## COMPETENCIES

- **Professionalism** – Demonstrates in-depth understanding of the specific sector; substantial and diverse experience in all facets of the job; strong analytical skills combined with good judgment; 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 & 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.
- **Teamwork** – Works collaboratively with colleagues to achieve organizational goals; Solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; Places team agenda before personal agenda; Supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; Shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

## QUALIFICATIONS

**Education:** A university degree in Criminal Justice studies, Law or Social Sciences or related areas.

**Experience:** At least four (4) years of progressively responsible professional rule of law, human rights, social science or related experience is required. Previous experience in managing prisons or prison staff capacity development would be an asset.

Experience in assisting prison systems in another country other than in Somalia is an advantage.

**Language:** English and French are the working languages of the United Nations Secretariat. For this post, fluency in English and Somali (both oral and written) is required.

Qualified candidates may submit their applications including their p11 form (attached) to the address mentioned below on or before the deadline. The p.11 is on the <http://www.unon.org/content/employment-opportunities>. Cvs will not be accepted.

**Email:** [recruitment-unsoa@un.org](mailto:recruitment-unsoa@un.org)

**Please quote:**

Vacancy Notice Number and Functional Title in the Subject of the e-mail.

A copy of P11 to be attached.

## APPLICATIONS RECEIVED AFTER 03 MARCH 2016 WILL NOT BE CONSIDERED

The United Nations shall place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs.

The United Nations does not charge a fee at any stage of the recruitment process (application, interview meeting, processing, or training).