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| **I. Position Information** |
| **Job Title:** Peace and Development Advisor**Position Number:** 158362**Department:** **Reports to:** Resident Coordinator **Secondarily reports to:** DPPA-DPO Western Africa Division and UNDP/RR**Position Status:** Non-Rotational | **Grade Level:** P5**Duty Station:** Bissau, Guinea-Bissau**Date of Issuance:** **Closing Date:** **Duration and Type of Assignment:** FTA, one year upon appointment (renewable)**Classified on:** 30 July 2020 |

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| II. Job Purpose and Organizational Context |
| Peace and Development Advisors (hereafter PDA) work with national stakeholders to build, strengthen, and sustain nationally owned and driven efforts to prevent violent conflict and build just and peaceful societies. The range of countries to which PDAs are deployed vary considerably, with some deployed to countries emerging from conflict, others where violence is escalating, and others to countries where there is no violent conflict but underlying structural causes of conflict are present. PDAs are also deployed in countries where political and developmental challenges exist around issues related to elections and constitutional processes, exclusion and inequality, environment, climate change and natural resource management.  PDAs are deployed through a partnership between the UN Department of Political and Peacebuilding Affairs (DPPA) and the United Nations Development Programme (UNDP), under the Joint UNDP-DPPA Programme on Building National Capacities for Conflict Prevention.  PDAs support Resident Coordinators (RC) and UN Country Teams (UNCTs) in their efforts to work with national partners on conflict prevention and sustaining peace. They support early warning and risk management measures, and ensure that UN assessments, frameworks (mainly UN Cooperation Frameworks), strategies and programmes are conflict-sensitive and informed by high quality analysis. They are located in the Resident Coordinators’ office, with a direct reporting line to the RC, and a secondary reporting line to the UNDP Resident Representative and DPPA-DPO regional division. In 2021, PDAs will have been deployed into more than 50 countries through the Joint Programme. While most PDAs are deployed at country-level, there are a number of PDAs who cover multiple countries. In some contexts, PDAs are part of a small Peace and Development Advisory team composed of a PDA and a substantive national or international officer/analyst. PDAs also receive additional support from a Joint Programme secretariat based at UN Headquarters in New York, from UNDP and DPPA technical advisors/specialists globally, and from a cadre of regional programmespecialists supporting their regions from Amman, Addis Ababa, Bangkok, Dakar, Istanbul and Panama.   Given the broad range of skills and experience required by PDAs, the Joint Programme encourages applications from individuals with a combination of expertise spanning sustainable development, political affairs, peacebuilding, sustaining peace, conflict prevention/resolution, community engagement, justice, reconciliation, dialogue, mediation, and humanitarian-development-peace nexus among other relevant areas. While UN experience is a major asset, it is not a requirement for this position. Moreover, the skills of diplomacy, dialogue and facilitation, analysis, advocacy, networking, capacity development and coordination are critical elements of a PDA’s work.**Guinea-Bissau’s context**Guinea-Bissau has been facing recurrent political and institutional instability since the presidential election of 2014, as a result of disagreements/power struggle between the President and the Prime Minister, resulting in the formation of seven Governments over a period of five years, and a resultant parliamentary impasse. Since then, the country has successfully held its legislative on 10 March, and presidential – two rounds on 24 November and 29 December– elections in 2019, within the legally mandated timeframe. A new Parliament was installed in April 2019, where the PAIGC and its allies hold the majority of seats. However, the Parliament has been riddled with inter-party disputes over the formation of its Executive Bureau and other parliamentary bodies, rendering it non-functional. Meanwhile, the second-round presidential election results, as announced by the National Elections Commission (CNE), declared MADEM-G15 candidate Umaro Sissoco Embaló as the winner with 53.55 per cent of the votes, over the PAIGC candidate Domingos Simões Pereira, who obtained 46.45 per cent. These results were contested by the PAIGC presidential candidate, and a legal case filed with the Supreme Court of Justice (SCJ). To date, the SCJ has not been able to issue a final ruling on the case. Nonetheless, despite the pending case before the Court, Mr. Sissoco Embaló, declared himself as President on 27 February 2020, dismissed the legitimate Government of Aristides Gomes that was formed on the basis of the outcome of the legislative elections, whereby the PAIGC and its allies hold the majority of seats in Parliament., He then appointed a new Prime Minister and a new government led by Nuno Nabiam was subsequently formed from the opposition parties and with the support of the military. For the ensuing two months, the country faced a deep political and institutional crisis, as the de-facto authorities moved quickly to consolidate their power across the country. It is within this context of protracted post-election crisis that the Economic Community of West African States (ECOWAS) issued a communique on 22 April 2020, formally recognizing Mr. Sissoco Embaló as the President of the Republic of Guinea-Bissau, following an in-depth political analysis and based on the final results published by the CNE, and requested him inter alia: (I) To appoint, at a date no later than 22 May 2020, a Prime Minister and form a new Government in line with the country’s Constitution and the results of the legislative elections; (II) To immediately start the required constitutional reform to be subjected to a referendum within six months, “to ensure political stability in the country”. Against this backdrop, the appointment of a Prime Minister, as well as the formation of the new government and the current maneuvers by the opposition allied to Sissoco Embaló to secure a majority in Parliament, will likely set the stage for the power struggle between the PAIGC and MADEM-G15 coalitions, with the potential to unduly extend the political and institutional instability in Guinea-Bissau. According to the Conflict Analysis document recently completed by UNIOGBIS, in consultation with the UN presence in Guinea-Bissau, several conflict triggers have been identified, namely:* Conflicting interpretation of the Constitution and other legal frameworks have given rise to recurrent political crises that often paralyze the State institutions. This includes conflicting interpretations of legislation related to the division of power and responsibilities within the Executive Branch (President and Prime Minister), which exacerbate political tensions; and continuing power struggle in Parliament, amidst shifting parliamentary alliances and majorities, impacting progress in the reform agenda and the Government’s programme;
* Impunity and unaddressed past violations of human rights, as well as continued divisiveness and political polarization stemming from past, unsettled grievances;
* Weak economic and governance systems affect the State’s capacity to deliver on basic services and goods to the population, payment of salaries and pensions to civil servants, or support capital investment;
* Entangled political-military relationship of the State and in national politics, in addition to a stalled Security Sector Reform (with measures taken without being properly negotiated/agreed with the Armed Forces) coupled with reduced budget allocations to the defense and security forces, which leads to the deterioration of their living conditions;
* Continued expansion of drug trafficking and organized crime, coupled by weak judicial system, will have a negative impact on the country’s political stability, given the involvement of senior state officials (political and military), and high urban youth unemployment.

ECOWAS has been leading mediation efforts in the country, to address the cyclical political and institutional crises facing the country. It deployed a peacekeeping mission to the country, known as ECOMIB since 2012 with a mandate to protect the state institutions and organs, during the transition process. In 2016, ECOWAS brokered a Roadmap followed by the Conakry Agreement, which is the guiding framework for political process in Guinea-Bissau. The ECOMIB mandate ended on 31 March 2020 and the forces have been cantoned since 10 March, awaiting to be airlifted to their respective capitals once COVID-19 travel restrictions are lifted. These events take place in a transition context for the United Nations in Guinea-Bissau. Following 20 years of UN presence in the country, on 28 February 2020, the Security Council adopted the new mandate for the UN Integrated Peacebuilding Office in Guinea-Bissau (UNIOGBIS) under resolution 2512 (2020), confirming the Mission’s closure on 31 December 2020. Before the completion of its mandate, UNIOGBIS is expected to support the Government in implementing urgent reforms, including the Constitutional review, the electoral law and political parties’ law, as stipulated by the Conakry Agreement and the ECOWAS roadmap. In this connection, UNIOGBIS is also in the process of a gradual drawdown ahead of its closure, and is in the process of transferring its residual peacebuilding priorities to UNOWAS, the United Nations Country Team in Bissau, and other partners, in accordance with an agreed Transition Plan that will be encapsulated in the new UN Sustainable Development Cooperation Framework (2021-2025). Moreover, in response to the needs of the country, the SG Executive Committee held a meeting on 21 January 2020, and decided that a Peace and Development Advisor (PDA) should be deployed as soon as possible, to support the Resident Coordinator on the political analysis and reporting, after the closure of the mission. The early deployment of the PDA will allow for adequate time to be embedded with the Political Affairs Section of UNIOGBIS, thus becoming fully immersed and abreast of the political and security developments. This will enable the PDA to get a solid grasp of the political issues, networks and smoothly assume the political analysis and reporting requirements, following the closure of UNIOGBIS. Additionally, the RC will work closely with UNOWAS SRSG in support of his good offices efforts, including by providing reporting on political and security developments, and progress made towards the full implementation of the reform agenda envisioned in the Conakry Agreement, while safeguarding the political stability and security gains achieved by UNIOGBIS. The PDA will support the RC in such reporting for the SRSG UNOWAS good offices. Meanwhile, UNIOGBIS, UNCT and UNOWAS have developed a UN Transition Calendar and Plan, under the leadership of the RC, to map out the roles and responsibilities for the peacebuilding priorities to ensure a seamless UN transition, following the closure of UNIOGBIS. Guinea-Bissau is one of the PBF Priority Countries, both in its funding window (PBF) and in its political advocacy platform, the Peacebuilding Commission Configuration for Guinea-Bissau (PBC). Continued focus on peace and development will be important to ensure that the country overcomes these challenges and evolves into a stable and cohesive nation-state. |

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| III. Duties and Responsibilities |
| While the nature of the PDA role varies according to country and regional context, there are four broad functions of the position:1. Provide strategic and operational support to the RC on political analysis and reporting, conflict analysis and prevention, and assist in building and sustaining his/her relations with high-level government officials, political parties representatives, Parliament, academia, civil society organizations (CSO) including women's, youth and human rights networks, the private sector and the wider political and civic leadership.
2. Identify areas of programmatic engagement with national stakeholders and support the RC in the preparation of the UN responses to government requests, related to building national capacity to prevent conflict, and promote dialogue and social cohesion.
3. Establish and strengthen strategic partnerships with key national stakeholders (at high-level, if necessary), as well as with regional and international actors and development partners.
4. Provide strategic and technical support to UNCT members, with regard to conflict prevention programming and work to strengthen their capacity to undertake conflict analysis and mainstream conflict sensitivity in regular programming.
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| PDAs have a primary reporting line to the Resident Coordinator, and secondary reporting lines to the DPPA-DPO regional division and the UNDP Resident Representative. Under their guidance and agreed workplan, in close collaboration with the Country Team, the PDA duties and responsibilities will include the following:1. **Provide strategic and operational support to the RC on political analysis and reporting, conflict analysis and prevention, and assist in building and sustaining his/her relations with high-level government officials, political parties representatives, Parliament, academia, civil society organizations (CSO) including women's, youth and human rights networks, the private sector and the wider political and civic leadership.**
* Provide political and conflict analysis and reporting to the RC, DPPA-DPO Western Africa Regional Division and UNOWAS, as well as to the wider UNCT on political developments and conflict dynamics, with a view to identifying appropriate ‘entry points’ for conflict prevention. This includes recommending appropriate strategic responses for the UN system; ensuring gendered dimensions of conflict are captured in both analytical efforts and reflected in UNCT programming initiatives; providing policy analysis to feed into UNOWAS briefs in support of the SRSG’s engagements and good offices;
* Provide updates to the UN Headquarters (and regional level as relevant) in line with the Joint Programme’s reporting guidelines with advice on political and socioeconomic developments and conflict dynamics.
* Build and maintain networks and relationships with all stakeholders on behalf of RC and UNCT, effectively representing UN positions on sensitive matters of national cohesion;
* Participate, on behalf of the RC, in relevant national fora and represent the UN system, where necessary;
* Provide substantive leadership for strategic initiatives on conflict prevention, including convening on behalf of the RC dialogue processes; assisting United Nations Country Team led conflict resolution activities in conflict-affected communities; building skills for dialogue, negotiation and mediation for leadership at national level, especially political party leadership, including youth and women leadership within party structures, and for the relevant branches of government, parliament and justice sectors as deemed necessary; establishing and extending the capacities of networks of mediators and facilitators at the national and local levels; fostering and nurturing confidence-building measures. Also helping build similar skills for dialogue, negotiation and mediation for leadership at national level for civil society networks, especially women, youth, human rights and faith-based groups. Striving towards building close relationships between private sector, national authorities and civil society, to help synthetize efforts by key stakeholders towards sustainable development, political stability, peace and security;
* Under the direction of the RC, engage with other national and international institutions and initiatives, in order to promote a common approach towards supporting social cohesion, enhancing good governance, conflict prevention, peacebuilding, and other relevant efforts, including on areas related to gendered dimensions of peacebuilding and SCR 1325. In some circumstances, these interactions may be on behalf of the RC with high-level officials;
* Identify ‘entry points’ for conflict prevention and recommend appropriate strategic responses for the UN system, ensuring that gendered dimensions are reflected in both analysis and programming.
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| 1. **Identify areas of programmatic engagement with national stakeholders and support the RC in the preparation of the UN responses to government requests, related to building national capacity to prevent conflict, and promote dialogue and social cohesion.**
* Lead related peace-promoting activities such as: designing dialogue processes; facilitating national consultative processes; building local capacity for dialogue, negotiation, mediation and reconciliation processes; supporting the capacities of networks of mediators and facilitators at national and local levels; strengthening women’s and youth, human rights and private sector initiatives and groups in peace processes; supporting confidence-building measures; organizing and facilitating training and capacity-building workshops for national stakeholders at all levels;
* Provide strategic guidance to the design of PBF-funded programmes, where applicable, and engage closely with PBF governance mechanisms such as the Joint Steering Committees and their Secretariats to assure a conflict sensitive approach in PBF programme implementation;
* Lead or support the design of community and national-level initiatives to strengthen confidence in local development capacities, including through the promotion of local dialogue capacities for conflict resolution at local and/or national levels;
* Identify and engage civil society and private sector actors in the peace and development agenda supported by the UN.
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| 1. **Establish and strengthen strategic partnerships with key national stakeholders (at high-level, if necessary), as well as with regional and international actors and development partners.**
* Liaise closely with relevant national, regional, and local stakeholders from Government, political parties, civil society, private sector and key international actors, to identify entry points, foster dialogue and strengthen strategic alliances and partnerships on conflict prevention, reconciliation and confidence-building initiatives;
* Maintain close liaison with relevant donors and other actors supporting UN’s peace building efforts. In some circumstances, these interactions may be on behalf of the RC with high-level officials;
* Manage strategic partnerships and lead engagement on behalf of the RC with national stakeholders, international actors, and development partners, where applicable;
* Support efforts to mobilize resources for peacebuilding and conflict prevention initiatives;
* Maintain close contact with relevant staff in UN Headquarters and regional level including relevant focal points at DPPA and UNDP;
* Liaise with the Peacebuilding Support Office (PBSO) and the Peacebuilding Fund Secretariat in Bissau when required to provide conflict sensitive guidance and advice.
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| 1. **Provide strategic and technical support to UNCT members, with regard to conflict prevention programming and work to strengthen their capacity to undertake conflict analysis and mainstream conflict sensitivity in regular programming.**
* Define/implement a strategy for identifying entry points for mainstreaming of conflict prevention and conflict sensitivity in the UNCT, including within the framework of common country planning processes (Cooperation Framework, Common Country Analysis, Country Programme Documents, Strategic Response Plans (SRPs) etc.);
* Provide as needed to UNDP and other UN agencies specific conflict analysis and peacebuilding in support of CPD development, partnerships building on peace, security and development, as well as training in conflict-sensitive programming;
* Provide leadership and strategic guidance to UNCT’s programmatic portfolio pertaining to governance, peacebuilding, and conflict prevention;
* Support an integrated programmatic approach across the UNCT in the context of SDG 16 – Peace, Justice, and Strong Institutions.
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| IV. Competencies and Selection Criteria | **Description of Competency at Level Required**(For more comprehensive descriptions please see the competency inventory) |
| In this section list all core competencies as well as the most relevant technical/functional competencies the role will require along with the appropriate level. A Detailed list of competencies can be accessed through the following link: <https://intranet.undp.org/unit/ohr/competency-framework/SitePages/Home.aspx>  |
| ***Core*** |  |
| **Innovation***Ability to make new and useful ideas work* | Level 6: Exercises stakeholder-centered design approaches for office / programme / division |
| **Leadership***Ability to persuade others to follow* | Level 6: Ensures teams are resourced for success and empowered to deliver |
| **People Management***Ability to improve performance and satisfaction* | Level 5: Models high professional standards and motivates excellence in others |
| **Communication***Ability to listen, adapt, persuade and transform* | Level 6: Creates confidence among stakeholders by delivering authoritative positions, compelling analysis, and contextual acumen |
| **Delivery***Ability to get things done while exercising good judgement* | Level 6: Accepts accountability for the outcomes of programme delivery and facilitates improvement and innovation in the delivery of products and services |
| ***Technical/Functional*** | Detailed list of competencies can be accessed through <https://intranet.undp.org/unit/ohr/competency-framework/SitePages/Home.aspx> and hiring managers are encouraged to familiarize themselves for more information |
| **Social Cohesion***Knowledge of methods and experience of supporting communities to achieve greater inclusiveness, more civic participation and creating opportunities for upward mobility* | Level 6: Integrate & Empower: Leads integral work of teams utilizing expertise, vision, problem-solving capability, and collaborative energy in professional area of expertise |
| **Peacebuilding and Reconciliation***Ability to support peace processes to facilitate recovery and development* | Level 6: Integrate & Empower: Leads integral work of teams utilizing expertise, vision, problem-solving capability, and collaborative energy in professional area of expertise |
| **Conflict-Sensitive Programming***Ability to use methods and tools to monitor conflict triggers and determine impact of various dynamics in conflict-prone situations* | Level 6: Integrate & Empower: Leads integral work of teams utilizing expertise, vision, problem-solving capability, and collaborative energy in professional area of expertise |
| **Political Economy Analysis***Knowledge of the interaction of political and economic processes in a society; including distribution of power and wealth between groups and individuals, and the processes that create, sustain and transform these relationships over time, and how these dynamics both affect, and are affected by, UNDP's development support* | Level 6: Integrate & Empower: Leads integral work of teams utilizing expertise, vision, problem-solving capability, and collaborative energy in professional area of expertise |
| **Knowledge Management***Ability to efficiently handle and share information and knowledge* | Level 5: Originate: Catalyzes new ideas, methods, and applications to pave a path for innovation and continuous improvement in professional area of expertise |
| **Relationship Management***Ability to engage with other parties and forge productive working relationships* | Level 6: Integrate & Empower: Leads integral work of teams utilizing expertise, vision, problem-solving capability, and collaborative energy in professional area of expertise |
| **Resource Mobilization***Ability to identify and organize programmes and projects to implement solutions and generate resources* | Level 5: Originate: Catalyzes new ideas, methods, and applications to pave a path for innovation and continuous improvement in professional area of expertise |

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| **V. Recruitment Qualifications** |
| Education: | Advanced university degree (Master’s Degree) in political science, sociology, international relations, international economics, law, public administration, or other related social sciences.  |
| Experience: | * At least 10 years of senior level experience in political affairs, conflict analysis and reporting, as well as conflict prevention in the United Nations, a governmental, multilateral or civil society organization;
* Working experience in conflict, post-conflict and transition in the context of integrated United Nations Missions would be an asset;
* Proven policy, advisory and advocacy experience and track record of engagement with senior officials, such as in the United Nations, government and external partners;
* Experience working within a UNHQ Department or UN Agency/ Fund/ Programme, with the relevant field experience would be an asset;
* Experience working in an Integrated DSRSG/RC Office and interacting with RCO Teams would be a major asset;
* Ability to understand UN development programming and to support the RCO Head of Office and the RCO Team, in leading UNCT development planning efforts;
* Excellent knowledge of and extensive work experience in the Sub-Saharan Africa subregion, preferably in a conflict, post-conflict and transition settings, would be a major asset;
* Experience in national and community-level conflict prevention and peacebuilding initiatives and programming, with experience in gendered dimensions of peacebuilding, being an asset.
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| Language Requirements: | Fluent written and spoken of English and French is required. Knowledge of Portuguese language is highly desirable. |
| Other: | Qualified female candidates are especially encouraged to apply. |