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WE-RISE! Women's Empowerment for Resilience, Inclusion, Sustainability and Environment

T05-EUTF-HOA-SD-96-02

PROFESSIONAL VACANCY ANNOUNCEMENT NO. WE-RISE! 07/2021

COMMUNICATION OFFICER

Profile: Communication Officer (Exp.L3)

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

Applicable regulations:

Law. of 11 August 2014 n.125, entitled: "Disciplina generale sulla cooperazione internazionale per lo sviluppo".

The decree of the Italian Ministry of Foreign Affairs (MAECI) of 22 July 2015 n. 113, regolamento recante "Statuto dell' Agenzia italiana per la Cooperazione allo Sviluppo" ed in particolare in capo terzo, articolo 11, comma 1, lettera c).

Resolution of the Joint Committee of 19 November 2019 n. 101 "Criteri e modalità per la selezione di personale non appartenente alla Pubblica Amministrazione da assumere con contratto di diritto privato a tempo determinato disciplinato dal diritto locale di cui all' articolo 11 comma 1 lettera c) dello Statuto AICS".

The Italian Agency for Development Cooperation – Khartoum office, intends to recruit a Finance and Administrative Officer, in the framework of "Action T05-EUTF-HOA-SD-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 implemented by the Italian Agency for Development Cooperation (AICS).

Program Description:

The Program, jointly implemented by AICS and UN Women, is part of the special allocation 2019-2020 channelled 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).

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: Communication Officer (Expert L3, Ref: "Determina Direttoriale AICS n. 28 of 5th February 2021)

Duty station: Khartoum and possible duty travels in the other areas of intervention

Duration: The contract will be of 12 months, renewable up to the end to the Project (2024), including a three-months’ probation period

Expected start of employment: at the end of the selection process.

Remuneration: salary, benefits and other conditions are offered in accordance with AICS rules and regulations, and in particular: “Criteria and modality for the selection of personnel, not belonging to the Public Administration, to be hired with a fixed-term private law contract governed by local labor legislation (Labor Code, dated 23 September 1946 as amended) referred to in article 11, paragraph 1, letter c) of AICS statute”, approved by resolution of the Joint Committee for Development Cooperation of 19.11.2019, n. 101 as amended. The remuneration corresponds to the Expert Low 3 foreseen by the resolution act of AICS Director of 5 February 2021, n. 28. The remuneration is subject to the fiscal residency of the applicant.

Prohibition to engage in other activities: The selected candidate must not have carried out, during the last three years, any business activity in the country of service, or be in a situation of conflict, even potential, of interests that undermine the impartial exercise of the functions, as provided for in Article 53 of Legislative Decree no. 165 of 2001, referred to in Law No. 190 of 2012 and by the Code of Ethics and Conduct of AICS. The Administration reserves the right to verify, under penalty of exclusion, the compliance of what has been declared in this regard by the selected candidate.

1. KEY FUNCTIONS

The **Communication Officer** will contribute to the correct implementation of the communication and visibility plan of the Program, in addition to reporting and external relations with EU and different stakeholders. S/he will report directly to AICS Khartoum Director.

The Communication Officer implements the following tasks in synergy with the communication unit of AICS Khartoum:

- Support the implementation of the Programme Communications and Visibility activities which are including the global scope of the Action implemented by AICS and the broad WE-RISE! initiative;
- Sustain partnerships with communication and public information officers at the EU Delegation, and Sudanese authorities as appropriate, to ensure alignment and commonality in strategic communications around the Programme.
- Elaborate under the supervision of the WE Rise Team Leader and AICS Director visibility materials in order to disseminate and strengthen the visibility of the EU funded project

- Lead the design, development, editing, production, proof reading and dissemination of communication and visibility material for the Programme (ready to print version) i.e. publications, proceedings of events/meetings, presentations, reports, toolkit, manuals, briefs, newsletters, brochures, factsheets, infographics, posters, banners, e-media, among others of EU funded project;
- Manage and improve the social media platforms (website page), including Facebook, Twitter and Instagram and LinkedIn in collaboration with AICS communication unit;
- Lead the organization of EU funded Programme-related events and meetings,
- Create synergies with communication and visibility actions and related plans/platforms carried out by AICS Khartoum Communication Unit
- Prepare the Tenders according to EU procurement procedures (PRAG) for visibility and communication events and/or deliverables
- Ensure the collaoation with the EU delegation officie in Khartoum for the visibility and communications activities related to the EU funded programme
- Performs other duties as required.

2. REQUIREMENTS

2.1 Essential requirements

Candidates will be considered eligible for selection on the basis of the following essential requirements, to be fulfilled by the deadline for applications:

- a) 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);
- b) Medically fit for employment;
- c) Master's degree in Communications Studies, Journalism, International Relations, Political and Social Sciences, International Development or related fields of study (level 7 European Qualification Framework EQF). Other degrees (level 7 European Qualification Framework EQF) may be accepted in the presence of highly qualified professional experiences related to the responsibilities of this position;
- d) At least 4 years of relevant professional experience working in communication, visibility, reporting and external relations functions, (i.e. audio-visual materials, social media platforms, edit, publication and dissemination,);
- e) At least 1 years of relevant professional experience in graphic design
- f) To have a written and spoken knowledge of English language, at least level C1 of the Common European Framework of Reference for Languages;
- g) To have a written and spoken knowledge of Italian language, at least level C2 of the Common European Framework of Reference for Languages;
- h) 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
- i) Proficient computer skills including Microsoft programs, Email (Outlook) and internet

2.2 Preferred requirements

- At least 2 years working in a relevant communication function in developing countries with international organizations, governmental and/or non-governmental aid bodies;
- Previous experience with the Italian Cooperation (MAECI DGCS / AICS) and or with the European Union communications and reporting requirements;
- Knowledge of the following software: Adobe illustrator, Adobe InDesign; Knowledge of the following software for video editing: FinalCut Pro, Adobe Premiere, and content management system, or any other graphics software necessary for the creation of communication and video materials.

Before submitting their application, candidates should assess whether they fulfil all the essential requirements specified in this vacancy notice. Professional experiences indicated in the curriculum vitae are accounted only from the time the candidate obtained the degree required for the position. Start and end dates of all previous positions and indication on whether they were full- or part-time should be clearly stated in the curriculum vitae.

Details of any professional experience, training, research, or studies must be provided in the application. Upon request, candidates must be able to provide supporting documentation clearly indicating the duration and nature of those experiences.

3. HOW TO APPLY

The submission of the application, duly signed, should indicate the vacancy announcement code. The application

shall be written in English and include:

1. Legally Binding Statement (according to art. 46 of Italian D.P.R. 28.12.2000 n. 445), as per the attached template, declaring:
 - 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 Italian language, at least level C2 of the Common European Framework of Reference for Languages;

Any false declaration will incur penal sanctions according to article 76 of Italian D.P.R. 28.12.2000, n. 445. as subsequently amended and supplemented, facing immediate termination of employment and loss of any wrongfully obtained benefit.

The application shall also include:

2. **Signed** motivation letter in English.
3. Copy of valid Passport.
4. **Signed** Curriculum vitae in English (Europass format).

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 applications, duly dated and signed, should be submitted in non-modifiable pdf format to the following email address: recruitment.sudan@aics.gov.it by November 27, 2021 at 12:00. The subject of the email must contain the vacancy announcement Code WERISE 07/2021.

Please note that only complete applications received within the deadline will be accepted and considered.

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.

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 through audio/video connection, or at the premises of the Italian Agency for Development Cooperation in Khartoum. The interview shall be held in the languages indicated in the vacancy announcement and shall assess 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 is sent by e-mail to the address 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 prepared including only candidates with an overall score of not less than 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 another year for motivated needs related to the implementation of the initiative. In case of a decline by the winning candidate or an early termination of the contract, the office reserves the right to appoint another candidate from the ranking list - if the necessary financial resources are available.

In the event of equal scoring, the youngest 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 22nd 2015

7. PROTECTION OF PRIVACY

The submission of applications by a candidate implies consent to the processing of their personal data, including sensitive data, by personnel assigned to the custody and storage of applications and to their use 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, AICS has the right at its complete discretion to terminate the recruitment process for organisational or financial needs

9. TRANSPARENCY

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

Khartoum, 26/10/2021

AICS Khartoum Head of Office

Michele Morana