



**“Recovery, Stability and Socio-Economic Development  
in Libya (RSSD) - “Baladiyat” Programme – Phase 2”  
T05-EUTF-NOA-LY-13 (T05.1849)  
CUP H99J21003980006**



## PROFESSIONAL VACANCY ANNOUNCEMENT NO. 08/AICSTUNISI/2022

### INTERNATIONAL Communications/External Relations Officer

**Programme:** “Recovery, Stability and Socio-Economic Development in Libya / Baladiyat – Phase 2 (RSSD 2/Baladiyat 2)”- T05-EUTF-NOA-LY-13 (T05.1849) (hereafter referred to as “the Programme”), financed by the European Union and executed by the Italian Agency for Development Cooperation (AICS), the United Nations Development Programme (UNDP) and the United Nations Children’s Fund (UNICEF).

#### Applicable regulations:

Italian Law dated 11 August 2014 n.125, titled “Disciplina generale sulla cooperazione internazionale per lo sviluppo”.

The Italian Ministry of Foreign Affairs and International Cooperation (MAECI) decree dated 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 Italian Cooperation Joint Committee dated 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”.

Determination of the Director of the Italian Agency Development Cooperation number 28/2021 of 05 February 2021.

The **AICS Tunis Regional Office** intends to recruit an International **Communications/External Relations Officer** for the Technical Secretariat responsible for the coordination of the entire Programme.

#### PROGRAMME BACKGROUND

Within the framework of the European Union “Emergency Trust Fund for Stability and addressing root causes of irregular migration and displaced persons in Africa” (i.e., “Trust Fund”), the Programme responds to the effects of the ongoing instability and difficult socio-economic conditions of the most

#### **AICS REGIONAL OFFICE FOR TUNISIA, LIBYA, MOROCCO AND ALGERIA**

1, Rue de Florence, Mutuelleville, 1002  
Tunis – Tunisia  
Phone : 00216– 71 893 321  
E-mail: [segreteria.tunisi@aics.gov.it](mailto:segreteria.tunisi@aics.gov.it)  
Website: <https://tunisi.aics.gov.it/>



**“Recovery, Stability and Socio-Economic Development  
in Libya (RSSD) - “Baladiyat” Programme – Phase 2”**  
T05-EUTF-NOA-LY-13 (T05.1849)  
CUP H99J21003980006



vulnerable populations in the south of Libya. It targets municipalities with high concentration of migrants and asylum seekers, settled or in transit, areas of displacement of Libyans and places to which displaced populations are returning, as well as communities where basic service infrastructures and livelihoods have severely been affected by the conflict.

In the selected municipalities the EU Action shall improve living conditions for the most vulnerable, including local communities, migrants, and refugees, in an inclusive and conflict-sensitive manner by enhancing access to basic and social services. Moreover, it will tackle lower economic development, social cohesion and community security specifically affecting southern Libya. The Action will therefore aim at supporting activities that can respond to immediate needs at the local level, while also laying the groundwork for longer-term, more sustainable programmes.

The Programme started in June 2021 and has a 36-month duration.

## TERMS OF REFERENCE

**Duty station:** Tunis, with missions to Libya and possible relocation to Libya as soon as the security clearance is obtained.

**Contract and Remuneration:** salary, benefits and other conditions are offered in accordance with AICS rules and regulations, in particular: "*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*" as provided for by the *Delibera CC n. 101* dated 19 November 2019 and the Determination of the Director of the Italian Agency Development Cooperation number 28/2021 of 05 February 2021.

The salary and benefits will be determined on the basis of professional seniority, specific professional qualification and level of competence in relation to the responsibilities and specific tasks that the successful candidate will be required to perform.

### AICS REGIONAL OFFICE FOR TUNISIA, LIBYA, MOROCCO AND ALGERIA

1, Rue de Florence, Mutuelleville, 1002  
Tunis – Tunisia  
Phone : 00216– 71 893 321  
E-mail: [segreteria.tunisi@aics.gov.it](mailto:segreteria.tunisi@aics.gov.it)  
Website: <https://tunisi.aics.gov.it/>



The expected gross salary per year will be in the range between EUR 37,519 and EUR 41,270 plus a Country adjustment allowance for Tunis duty station. Benefits could be considered based on the candidate’s experience and competencies. In case of relocation to Tripoli, the country adjustment/quality of living and risk allowance will be adjusted in accordance with AICS salary scale.

**Duration:** Twelve months – including a two-month probation period – with possible extension subject to needs, availability of funds, satisfactory performance and duration of the Project.

**Expected start date of employment:** July 2022

## 1. KEY FUNCTIONS

Under the overall supervision of AICS Regional Representative in Tunis, the direct supervision of the PMU Team Leader, in close collaboration with the PMU Team (based both in Tunis and Tripoli), and in close consultation with relevant AICS and Embassy officials in Tunis and Tripoli, the Communications Officer reports to the PMU Team Leader. She/he will contribute to the correct implementation of communication, visibility, reporting and external relations activities of the Italian Cooperation component of the Programme. In particular, s/he will perform the following tasks:

- a) Lead the implementation and monitoring of the Programme Communications and Visibility plan, including studies on target audiences, stakeholders and beneficiary communities;
- b) Enhance partnerships with communication and public information officers at the EU Delegation, UNDP, UNICEF, and Libyan authorities as appropriate, to ensure alignment and commonality in strategic communications around the Programme. Pro-actively co-lead the AICS/UNDP/UNICEF One Communication Team and all the activities of the Joint Communication Initiative;
- c) Build capacity of partners, including INGO staff and Libyan counterparts, and provide technical guidance on the use of communication tools;
- d) Lead the development, editing, production and dissemination of communication and visibility material for the Programme, i.e. publications, proceedings of events/meetings, presentations, briefs, newsletters, brochures, factsheets, infographics, posters, banners, e-media, among others.
- e) Coordinate with external suppliers and consultants for content development, editing, production and distribution of communication products and reports, and for the organization of events;
- f) Manage and improve the social media platforms, including Facebook, Twitter and Instagram;
- g) Produce, review and perform quality control of all Programme external reports and official

### **AICS REGIONAL OFFICE FOR TUNISIA, LIBYA, MOROCCO AND ALGERIA**

1, Rue de Florence, Mutuelleville, 1002  
Tunis – Tunisia  
Phone : 00216– 71 893 321  
E-mail: [segreteria.tunisi@aics.gov.it](mailto:segreteria.tunisi@aics.gov.it)  
Website: <https://tunisi.aics.gov.it/>



documents;

- h) Lead the organization of Programme-related events and meetings, with regards to the communication, visibility and outreach aspects and interaction with the press and media outlets;
- i) Create synergies with communication and visibility actions and related plans/platforms carried out by AICS Tunis and coordinate with relevant officers at AICS HQ, as well as at the Embassy in Tripoli;
- j) Perform other relevant activities as required.

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 Italian Legislative Decree no. 165 of 2001, referred to in Law No. 190 of 2012 and by the AICS Code of Ethics and Conduct referred to in point 7 below. 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.

## 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:

- 2.1.1 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);
- 2.1.2 Medically fit for employment;
- 2.1.3 Master’s degree in Communications Studies, Journalism, International Relations, Political and Social Sciences, International Development, or related fields of study. Other degrees may be accepted in the presence of 3 years of relevant professional experience additional to the 5 mentioned at point 2.1.4;
- 2.1.4 At least 5 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, supporting data collection, analysis);
- 2.1.5 At least 3 years working in a relevant communication function in developing countries with international organizations, governmental and/or non-governmental aid bodies;
- 2.1.6 Proficient in written and spoken English (C1 Level - Common European Framework of Reference);
- 2.1.7 Proficient Italian language user (C1 Level - Common European Framework of Reference);
- 2.1.8 Proficient in the use of Microsoft Office applications,

### **AICS REGIONAL OFFICE FOR TUNISIA, LIBYA, MOROCCO AND ALGERIA**

1, Rue de Florence, Mutuelleville, 1002  
Tunis – Tunisia  
Phone : 00216– 71 893 321  
E-mail: [segreteria.tunisi@aics.gov.it](mailto:segreteria.tunisi@aics.gov.it)  
Website: <https://tunisi.aics.gov.it/>



- 2.1.9 Not having sustained, in the three-year period preceding the date of expiry of the notice, an assessment of insufficiency of work done/performed in the context of employment contracts signed with AICS offices other than Tunis.

The requirements set out in this article must be fulfilled throughout the duration of the contract.

## **2.2 Preferred requirements:**

The following will constitute the “preferred qualifications” for the position:

- 2.2.1 Postgraduate degrees (PhD or other Higher Education Courses recognized in the sector of interest) additional to the minimum requirements indicated in point 2.1.3 above;
- 2.2.2 Basic Arabic user (A2 Level or above - Common European Framework of Reference);
- 2.2.3 Intermediate French user (B1 Level or above – Common European Framework of Reference)
- 2.2.4 Previous experience with the Italian Cooperation (MAECI DGCS / AICS) and/or with the European Union communications and reporting requirements.
- 2.2.5 Previous experience working with international organizations, the EU, governmental and non-governmental bodies on fragile states and emergency programs in the Middle East and/or North Africa region.

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 applications must include:

1. Signed Legally Binding Statement (according to art. 46 of Italian D.P.R. 28.12.2000 n. 445) – as per the attached template, declaring:
  - 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. Citizenship;
  - c. Being medically fit for employment;
  - d. Full enjoyment of political and civil rights;

### **AICS REGIONAL OFFICE FOR TUNISIA, LIBYA, MOROCCO AND ALGERIA**

1, Rue de Florence, Mutuelleville, 1002  
Tunis – Tunisia  
Phone : 00216– 71 893 321  
E-mail: [segreteria.tunisi@aics.gov.it](mailto:segreteria.tunisi@aics.gov.it)  
Website: <https://tunisi.aics.gov.it/>



- e. Absence of convictions for any criminal offence and absence of any pending criminal charge both in Italy and abroad;
- f. Not to have been dismissed, dispensed, declared lapsed or fired from employment in a public administration, both in Italy and abroad;
- g. 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 Tunis.

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

### The applications must also include:

- 2. Signed and dated Curriculum vitae in English (Europass format), including authorisation to process personal data, specifying the exact month and year of start and end of each work experience, as well as indicating the total months for each experience.
- 3. Signed and dated motivation letter in English;
- 4. Copy of valid passport.

The applicants should also provide a telephone number and an email address for communications and must notify AICS of any change occurred after the submission of the application.

The applications duly dated and signed, and in pdf. format, should be submitted to the following email address: [tunisi@pec.aics.gov.it](mailto:tunisi@pec.aics.gov.it), cc [segreteria.tunisi@aics.gov.it](mailto:segreteria.tunisi@aics.gov.it) by 15/06/2022 midnight (Central European time). The subject of the email must contain the vacancy announcement number 08/AICSTUNISI/2022.

Please note that only complete applications (including documents 1, 2, 3, and 4) received within the deadline will be accepted and considered.

We encourage applicants to submit the application well before the deadline date, since heavy internet traffic or connection problems could lead to difficulties in submission. AICS cannot be held responsible for any delay due to such difficulties.

## 4. EXCLUSION FROM SELECTION PROCEDURES

The following will determine exclusion from the selection procedure:

- a) Applications lacking any of the essential eligibility requirements;
- b) Application received after the deadline stated and in a modality other than that provided for in

### AICS REGIONAL OFFICE FOR TUNISIA, LIBYA, MOROCCO AND ALGERIA

1, Rue de Florence, Mutuelleville, 1002  
Tunis – Tunisia  
Phone : 00216– 71 893 321  
E-mail: [segreteria.tunisi@aics.gov.it](mailto:segreteria.tunisi@aics.gov.it)  
Website: <https://tunisi.aics.gov.it/>



this announcement;

c) Application documents not signed.

## 5. EVALUATION OF APPLICATIONS

Once the terms of validity of the notice have elapsed, the AICS Tunis Regional Representative 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 concerned candidates.

Subsequently, the AICS Tunis Regional Representative appoints a selection committee composed of three members, who meet the requirements for autonomy and impartiality with respect to the candidates. The committee assesses the merits of the applications by assigning a maximum overall score of 100 points according to the following criteria:

### QUALIFICATIONS (Max 70 points)

Assessment of education, competences and professional experience, and possession of preferred requirements as indicated in the documentation submitted by the candidate, will be carried out according to the below parameters.

Education - up to 10 points:

- 2 points for a 1st level Master's degree in addition to the essential one foreseen in the announcement and relevant to the field of interest;
- 3 points for a 2nd level Master's degree in addition to the essential one foreseen in the announcement and relevant to the field of interest;
- 5 points for a PhD;

Language skills - up to 10 points:

- 4 points for knowledge of written and oral English language at C2 (Common European Framework of Reference);
- 2 points for knowledge of written and oral Italian language at C2 (Common European Framework of Reference);
- 2 points for knowledge of written and oral Arabic language at A2 or above (Common European Framework of Reference);
- 2 points for knowledge of written and oral French language at B1 or above (Common European Framework of Reference);

Assessment of professional experiences – up to 40 points

### AICS REGIONAL OFFICE FOR TUNISIA, LIBYA, MOROCCO AND ALGERIA

1, Rue de Florence, Mutuelleville, 1002  
Tunis – Tunisia  
Phone : 00216– 71 893 321  
E-mail: [segreteria.tunisi@aics.gov.it](mailto:segreteria.tunisi@aics.gov.it)  
Website: <https://tunisi.aics.gov.it/>



- Maximum 20 points: 14 points for at least 60 months 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, supporting data collection, analysis); and 2 points for each semester after 60 months for a max. of 6 points;
- Maximum 20 points: 14 points for at least 36 months in a relevant communication function in developing countries with international organizations, governmental and/or non-governmental aid bodies; 2 points for each semester after 36 months for a max. of 6.

Assessment of preferred requirements – up to 10 points

2 points for each semester of professional experience with the Italian Cooperation (MAECI DGCS / AICS) and/or with the European Union communications and reporting requirements, for a maximum of 6 points;

2 points for each semester working with international organizations, the EU, governmental and non-governmental bodies on fragile states and emergency programs in the Middle East and/or North Africa region for a maximum of 4 points;

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

Only candidates scoring minimum 40 points under Essential Requirements (comprised of art. 2.1 - Qualifications and skills, and art. 2.2 - Professional experiences and competences) will be invited for an interview, after which a maximum score of 30 points is awarded. The interview takes place via video conference (e.g., Teams, Skype, ZOOM).

The interview shall be held in the languages indicated in the call for applications and shall assess the applicant’s knowledge and experience, his or her ability to carry out the tasks in question, the language and any other skills deemed necessary to assess the candidate’s profile in relation to the post to be filled. The interview notice is sent by e-mail to the address indicated by the candidate at the time of application. Applicants shall not be entitled to reimbursement of any costs incurred in connection with the interview.

Following the interview, a ranking list will be drawn up of only those candidates who have scored not less than 18 points at the interview and a total of not less than 60% of the maximum mark (60 out of 100).

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

The candidate with the highest score in the ranking list is offered the position via e-mail. The ranking list remains valid for the duration of the Programme. In case of a decline by the selected 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.

### **AICS REGIONAL OFFICE FOR TUNISIA, LIBYA, MOROCCO AND ALGERIA**

1, Rue de Florence, Mutuelleville, 1002  
Tunis – Tunisia  
Phone : 00216– 71 893 321  
E-mail: [segreteria.tunisi@aics.gov.it](mailto:segreteria.tunisi@aics.gov.it)  
Website: <https://tunisi.aics.gov.it/>



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

The ranking list is published on AICS HQ and AICS Tunis Office websites.

In the employment contract stipulated between AICS Tunis Regional Office and the person selected after the selection process completion, it is possible for the parties to terminate the contract in the presence of a just cause, i.e., a fact of such seriousness as not to allow the continuation, even provisional, of the employment relationship.

In any event, the employee may terminate the employment relationship by giving one months' notice.

The employment contract must mandatorily provide for the commitment of the employee to subscribe to the Code of Conduct and Ethics for staff employed by the Italian Development Cooperation Agency pursuant to art. 11, paragraph 1, letter c) of Ministerial Decree no. 113 of 22 July 2015.

Due to essential service reasons, the candidate with the highest score in the ranking list must be able to take up service in Tunis not later than 1 month from the publication of the ranking on AICS websites. In case the availability is not granted, the office reserves the right to appoint another candidate from the ranking list.

## 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 Head of AICS Tunis Regional Office is responsible in relation to personal data handling.

## 8. SUSPENSION AND PROTECTION CLAUSES

AICS reserves the right to cancel or delay the recruitment process at any stage and at its own discretion.

## 9. PUBLICITY

This selection notice is published on AICS HQ and AICS Tunis Regional Office websites. The notice is also published on the most relevant job search sites in the sector.