

<b>Vacancy No:</b>	<b>VA/UNSSC/010/2023</b>
<b>Post Title:</b>	<b>Chief Academic Partnerships, P5</b>
<b>Organizational Unit:</b>	<b>UNSSC Learning and Knowledge Services</b>
<b>Duty Station:</b>	<b>Bonn, Germany</b>
<b>Duration:</b>	<b>1 year; extensions are subject to satisfactory performance and availability of funds</b>
<b>Deadline for applications:</b>	<b>16 April 2023</b>

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At the United Nations System Staff College (UNSSC), the paramount consideration in the recruitment and employment of staff is the necessity of securing the highest standards of efficiency, competence and integrity, with due regard to geographic diversity. All employment decisions are made on the basis of qualifications and organizational needs. UNSSC is committed to creating a diverse and inclusive environment of mutual respect. The United Nations recruits and employs staff regardless of gender identity, sexual orientation, race, religious, cultural and ethnic backgrounds or disabilities. Reasonable accommodation for applicants with disabilities may be provided to support participation in the recruitment process when requested and indicated in the application.

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### **Organizational Context:**

UNSSC, with its Headquarters in Turin (Italy) and its second Campus in Bonn (Germany), is the learning institution of and for UN staff and partner organizations. We deliver learning programmes and provide a space for learning to UN staff at all levels, functions and locations. Governed by a Board chaired by the Chef de Cabinet of the Secretary-General, we are uniquely positioned above institutional silos and work in partnership with a wide array of UN entities, inter-governmental organizations, academic institutions, and civil society organizations. By fostering a common leadership and management culture, as well as a shared understanding of the policy and operational challenges facing the UN, we help the UN system drive sustainable change and results in line with the 2030 Agenda, the norms and principles of the United Nations in a continuously evolving and complex world.

In 2021, UNSSC provided learning opportunities to nearly 20,000 learners from the UN, governments, NGOs, and the private sector. With over 150 courses per year, and other learning opportunities such as conferences, workshops, we focus on three main areas of the UN operation: peace and security, sustainable development, and the reform of the UN system.

Since 2019, the UN Secretary General convenes a group of independent scientists on a quadrennial basis in order to reap scientific evidence and foster learning to accelerate the implementation of the 2030 Agenda through the Global Sustainable Development Report. Uptake of its finding has been weak to date and UN efforts to convey its core notions and related programmatic approaches must be intensified. UNSSC has started mainstreaming related findings into its substantive work with learners from within the UN system and beyond.

In line with the UN Secretary General's call to increase attention to science and knowledge in view of supporting countries to achieve sustainable development, the UN must improve policy research uptake within the UN system and beyond and strengthen its knowledge brokering function, including through further strengthening the science policy interface.

Over recent years UNSSC has intensified its collaboration with a variety of academic institutions, think tanks, foundations and schools of public administration. To this end, UNSSC is further deepening its academic partnerships in view of facilitating and strengthening related knowledge exchange and academic collaboration.

#### **Terms of reference:**

Under the direct supervision of the Head of Learning and Knowledge Services, the incumbent is responsible for the overall coordination of the Staff College's partnerships with academic institutions.

In this regard, the incumbent is expected to perform the following tasks:

- Oversee UNSSC's academic partnerships overall with current and future academic institutions
- Identify centres of academic excellence globally, with a focus on countries in the 'Global South'
- Create an academic network of universities and think tanks for an exchange on UN priorities and ways to increase science policy uptake at country level
- Convene an annual academic forum of the network under the aegis of UNSSC for universities, think tanks, schools of public administration, UN resident coordinators and UN agency representatives on science-policy innovation and uptake
- Explore prospective new academic partnerships and coordinate approaches to academic partnerships across programmatic units and teams
- In collaboration with Operations, ideate and design concrete academic partnership modalities
- Act as academic focal point for select specific academic partnerships. In particular, act as academic focal point for the IE Master in International Development, as well as the IE Executive Master in International Development
- Design and implement an academic leadership programme for UN personnel and civil servants with the University of Cape Town
- Teach as faculty in various academic programmes as appropriate

- Mobilise resources with academic institutions and external donors for specific academic programmes as appropriate
- Promote and represent UNSSC in relevant academic panels and spaces within and beyond the UN system, as appropriate
- Implement other programmatic initiatives with academic institutions as appropriate
- Perform any other duties as required

### Results expected:

- Ensures consistent approaches to academic partnerships within the College
- Increases the quantity and quality of UNSSC's partnerships with academic institutions
- Positions UNSSC as a reliable knowledge broker and convener within the UN system, strengthening academic collaboration in the realm of public policy innovation, leadership and sustainable development and beyond
- Increases visibility of UNSSC's partnership with IE University in particular
- Increase the uptake of learning from the Global Sustainable Development Report among UN personnel and civil servants
- Effectively and efficiently manages available human and financial resources dedicated to academic partnerships.
- Effectively develops staff under her/his supervision, including their on-going learning and development.
- Effectively assists, guides and supports UN personnel involved in implementing academic collaboration across teams and units.

### Core Competencies:

**Communication:** Proven ability to speak and write clearly and effectively; ability to tailor language, tone, style and format to match audience; ability to listen to others, correctly interpret messages from others and respond appropriately. Proven ability to write proposals, reports, evaluations, etc. in a clear and concise manner. Ability to communicate and make effective oral presentations. Proven ability to communicate effectively in social networks and online environments, using a wide range of approaches (podcast, vodcast, blogging, etc.).

**Teamwork:** Ability to establish and maintain effective working relations with colleagues and partners with sensitivity and respect for diversity; demonstrated ability to work collaboratively with colleagues to achieve organizational goals and to place team agenda before personal agenda.

**Planning and Organizing:** Good organization and co-ordination skills to plan and execute actions in response to changing needs; Ability to advise on issues and

priorities related to the team's activities, and to take responsive initiatives. Ability to organize and delegate work and to supervise staff. Ability to design and manage projects effectively.

**Accountability:** Takes ownership for 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.

**Creativity:** Actively seeks to improve programs or services; Offers new and different options to solve problems or meet client needs; Promotes and persuades others to consider new ideas; Takes calculated risks on new and unusual ideas; thinks "outside the box"; Takes an interest in new ideas and new ways of doing things; Is not bound by current thinking or traditional approaches.

**Client Orientation:** Considers all those to whom services are provided to be "clients" and seeks to see things from clients' point of view; Establishes and maintains productive partnerships with clients by gaining their trust and respect; Identifies clients' needs and matches them to appropriate solutions; Monitors ongoing developments inside and outside the clients' environment to keep informed and anticipate problems; Keeps clients informed of progress or setbacks in projects; Meets timeline for delivery of product or services to client.

**Commitment to Continuous Learning:** proven ability to keep abreast of new developments in own occupation/profession; willingness to develop oneself professionally and personally; willingness and ability to contribute to the learning of colleagues and subordinates; willingness to learn from others; ability and willingness to seek feedback to learn and improve.

**Technological Awareness:** Proven ability to keep abreast of available technology; ability to understand applicability and limitations of technology; demonstrated ability to apply technology to appropriate risks; willingness to learn new technology.

## Management Competencies

**Vision:** Identifies strategic issues; Clearly communicates links between the Organization's strategy and the work unit's goals; Generates and communicates broad and compelling organizational direction, inspiring others to pursue the same direction; Conveys enthusiasm about future possibilities.

**Leadership:** Serves a role model that other people want to follow; Empowers others to translate visions into results; Is proactive in developing strategies to accomplish

objectives; Establishes and maintains relationships with a broad range of people to understand needs and gain support; Anticipates and resolves conflicts by pursuing mutually agreeable solutions; Drives for change and improvement: does not accept status quo; Shows the courage to take unpopular stands.

**Empowering others:** Delegates responsibility, clarifies expectations, and gives staff autonomy in important areas of their work; Encourages others to set challenging goals; Holds other accountable for achieving results related to their area of responsibility; Genuinely values all staff member's input and expertise; Involves others when making decisions that affect her/him.

**Managing Performance:** Delegate the appropriate responsibility, accountability and decision-making authority; Makes sure that roles, responsibilities and reporting lines are clear to each staff member; Accurately judges the amount of time and resources needed to accomplish a task and matches to skills; Monitors progress against milestones and deadlines; Regularly discusses performance and provides feedback and coaching to staff when they make mistakes; Actively supports the development and career aspirations of staff; Appraises performance fairly.

**Building Trust:** Provides an environment in which others can talk and act without fear of repercussion; Manages in a deliberate and predictable way; Operates with transparency; has no hidden agenda; Places confidence in colleagues, staff members and clients; Gives proper credit to others; Follows through on agreed-upon options; Treats sensitive or confidential information appropriately.

**Judgement/ Decision-making:** Identifies the key issues in a complex situations, and comes to the heart of the problem quickly; Gathers relevant information before making a decision; Considers positive and negative impact on others and on the Organization; Proposes a course of action or makes a recommendation based on all available information; Checks assumptions against facts; Determines that the actions proposed will satisfy the expressed and underlying needs for the decision; Makes tough decisions when necessary.

## Qualifications required

**Education:** Advanced university degree (Master's degree or equivalent) in humanities, MBA, EdD or other related geoscience field. A first-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. A doctoral degree would be an asset.

**Experience:** A minimum of ten years of progressively responsible experience in working in the academia/Adult Learning or in the field of executive education and training, of which at least five years working in an international work environment.

Demonstrated experience in executive education and strategic partnerships development is required.

Experience in eLearning and working with African academia is desirable. Familiarity with the UN and its priorities is an advantage.

Knowledge of the Executive Education market/industry on a global scale is desirable.

**Languages:** Fluency English (both oral and written) is required. Knowledge of another UN official language is an advantage. Solid working knowledge of Spanish and of French is an asset.

### **Submission of applications**

The application (in English) should include the following:

- a duly completed, updated and signed P11 form (<http://www.unssc.org/sites/unssc.org/files/p11un.doc>)
- a motivation letter elaborating in a concise style why you consider yourself qualified for this position; and

Please apply through the online application form available at:

<https://www.unssc.org/about/employment-opportunities>