

Vacancy No:	IC/005/2025
Post Title and Level:	Individual Contractor – Conflict Sensitivity & Youth, Peace and Security (see conditions of contract)
Organizational Unit:	UNSSC Peace and Security Hub
Duty Station:	Home-based (preferably based in Antananarivo Madagascar)
Duration:	Up to 40 working days between 7 April to 27 June 2025
Deadline for Application:	23 March 2025

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.

Organization Context:

The United Nations System Staff College (UNSSC) is the primary provider of inter-agency training and learning for staff of the United Nations system. Its overall objective is to promote and support UN inter-agency collaboration, increase the operational effectiveness of the UN system as a whole, and provide UN staff with the required skills and competencies to face today's global challenges. UNSSC conducts a variety of learning and training activities, in Turin and Bonn, UN Headquarters, as well as at the regional and country levels. All such activities effectively respond to the far-reaching cross-agency reform agenda of the United Nations.

UNSSC's Peace and Security hub is responding to these calls by providing inclusive high-quality learning solutions which strengthen the institutional and organisational capacity to work holistically across pillars to prevent and mitigate conflict, build resilient societies and contribute meaningfully to sustainable peace.

The hub equips UN staff and partners with the capabilities to adopt a “*Sustaining Peace lens*”; focusing on strengthening analytical capacities and skills to move from analysis to action and peacebuilding programming for sustainable peaceful solutions.

The Individual Contractor position, would be working directly with the P&S Hub’s portfolio on Conflict Sensitivity, Peacebuilding and Youth, Peace & Security (YPS). The position would be supporting in customized learning solutions tailored to the local context in Madagascar. This would entail the development of online learning modules, facilitation of in-person and online meetings on the subject-matter area, while working in close collaboration with our project partner the PBF Secretariat in Madagascar. Fluency in French and Malagasy is a requirement for this position.

Responsibilities

Under the supervision of a Learning Portfolio Manager with the Peace and Security Hub, the individual contractor will be responsible for the following duties:

- Support in the launch of the “*Renforcement des capacités en matière de sensibilité aux conflits et de consolidation de la paix à Madagascar*” online course by updating the self-paced modules, reviewing existing course material, research, and scanning policies and background papers;
- Coordinate the translation process of the above-mentioned course into Malagasy, by liaising with the translation provider and the proofreader, and to ensure that materials are uploaded in the eLearning platform;
- Support the planning, implementation, and follow-up of the above-mentioned course (as well as other courses linked to this thematic area) in terms of logistics, communications and administration;
- Lead the creation of YPS content based on the ongoing efforts to create National Action Plan by working in close collaboration the National Coalition on Youth, Peace, and Security;
- Participate in efforts to institutionalize the Youth, Peace, and Security agenda in collaboration with all PBF projects, the Youth Thematic Group and other national actors;
- In collaboration with the PBF Communications Officer, develop advocacy and knowledge-sharing material, and work together with them to ensure the collection and capitalization of impacts, lessons learned, and best practices from youth-inclusive peacebuilding projects in Madagascar;

- Support data collection through interviews and focus group discussions, as well as the design and implementation of surveys, and present analysis based on survey results;
- Create, edit, and manage training materials and communication materials in French and Malagasy;
- Assist the Conflict Sensitivity, Peacebuilding & YPS Portfolio in other issues linked to eLearning, administration and coordination.

Competencies:

Professionalism: Ability to plan and prioritize effectively during heavy workload periods; ability to report on work; a critical thinking approach; ability to adapt to the demands of varied audiences. Knowledge and experience in instructional design and capacity development, good research, analytical and problem-solving skills; willingness to keep abreast of new developments in the field.

Creativity: Actively seeks to improve programmes 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.

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.

Commitment to Continuous Learning: Keeps abreast of new developments in own occupation/profession; actively seeks to develop oneself professionally and personally; contributes to the learning of colleagues and subordinates; shows willingness to learn from others; seeks feedback to learn and improve.

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; tailoring language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed.

Required Skills and Experience:

Education:

A Master's degree in international relations, security, peace, and conflict studies, gender, or humanitarian/development issues, with an interest in peacebuilding and capacity building.

Experience:

A minimum of six months of professional experience is required for this position. Proven experience working within Peace and Security thematic areas and eLearning platforms (such as Articulate Rise, Moodle, and 7taps) would be considered a merit. Past experience working in areas relevant to the conflict sensitivity, peacebuilding and YPS portfolio is a strong asset.

Additionally, candidates should demonstrate a solid understanding of the Malagasy context, including social and cultural norms, power structures, economic challenges for youth, and regional disparities. At least two years of practical experience in youth engagement and participation, particularly within the Youth, Peace and Security (YPS) agenda is highly desirable.

Language:

Fluency (written and oral) in French and Malagasy and a working proficiency in English is a requirement. Knowledge of another UN official language 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>