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UNAFRI



ESTABLISHED IN 1989

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UNITED NATIONS
African Institute for the Prevention of
Crime and the Treatment of
Offenders

الأمم المتحدة
المعهد الأفريقي
لمنع الجريمة
ومعاملة المجرمين

NATIONS UNIES
Institut Africain pour la Prévention
Du crime et le Traitement
Des Délinquants

UNITED NATIONS AFRICAN INSTITUTE FOR THE PREVENTION OF CRIME AND THE TREATMENT OF OFFENDERS (UNAFRI)

Post : Director
Institution : United Nations African Institute for the Prevention of Crime and the Treatment of Offenders (UNAFRI)
Level : D1
Duration : Initially four (4) years. The Governing Board may extend it after recommendation from any of its members. The ceiling is however a maximum of eight (8) cumulative years.

Organizational Setting and Reporting:

The post is located at the United Nations African Institute for the Prevention of Crime and the Treatment of Offenders (UNAFRI), in Kampala, Uganda. In line with the UNAFRI Statute, guidelines, policies and priorities, the Director reports to the Institute's Governing Board. *(For more information about UNAFRI, visit www.unafri.org.ug).*

Responsibilities:

- Direct, manage and administer the Institute in accordance with the General Substantive Directives issued by the Board within the terms of the UNAFRI Statute.
- Provide leadership in the development and implementation of the Institute's substantive Work Programme. This includes fund-raising so as to ensure a high programme portfolio and delivery rate in the areas of crime prevention and criminal justice. These must be in line with the principles, guidelines, policies and priorities established by the Board of Directors.
- Oversee the programmatic work necessary for the functioning of the Institute. This includes preparation of results-based budgets, assigning and monitoring of performance parameters and critical indicators, under the guidance of the Governing Board Chairman.
- Provide the Board and the Commission on Crime Prevention and Criminal Justice with substantive pieces of advice on crime prevention and criminal justice matters.
- Submit mandated reports to the Commission on Crime

Prevention and Criminal Justice and a bi-annual report to the Third Committee of the United Nations General Assembly, through the Executive Director of the United Nations Office on Drugs and Crime (UNODC).

- Oversee management of the financial and human resources of UNAFRI, in full compliance with its Rules and Regulations; and allocate resources for completion of outputs. The timely delivery will be under the overall guidance of the Governing Board.
- Report to the Governing Board on budget and Programme performance.
- Oversee the design and undertaking of research and training activities to build capacity in crime prevention and criminal justice; in partnerships, inter-alia, with other research and training institutes; universities; United Nations entities; national and international institutions, philanthropic institutions and the private sector engaged in similar work. This must be premised on United Nations cooperation tools and Sustainable Development Goals.

Competencies:

- Must have solid knowledge of the United Nations System(s) and administrative procedures; a good understanding of the mandates, policies and technical cooperation procedures of the UN. He or she must also have competence in fields related to crime and justice, as enshrined in the United Nations Crime Conventions and Protocols.
- He or she must also have knowledge and understanding of the United Nations Sustainable Development Goals and the United Nations cooperation tools.
- Must have the ability to establish and maintain productive partnerships with clients, demonstrated by sustainable innovation results in previous career;
- Proven ability to develop and implement strategies to mobilize resources, particularly for research and technical cooperation activities;
- Proven ability to manage large organizations, preferably at international level, made of sizeable work units of specialists in different fields and with a large portfolio.

- He or she must show pride in work and in achievements; demonstrate professional competence and mastery of subject matter. He or she must be conscientious and efficient in meeting commitments.

Accountability:

- Must take ownership of all responsibilities and honour commitments. He or she must deliver outputs within prescribed time, cost and quality standards.
- Must operate in compliance with organizational regulations and rules; support subordinates; provide oversight and take responsibility for delegated assignments.
- He or she must take personal responsibility for shortcomings and those of the work unit, where applicable.

Communication:

- He or she must speak and write clearly and effectively; demonstrate openness in sharing information.

Leadership

- He or she will serve as a role model; empower others to translate visions into results; be proactive in developing strategies to accomplish objectives; establish and maintain a cordial relationship with a broad range of people.
- He or she must anticipate and resolve conflicts by pursuing mutually agreeable solutions; drive for change and improvement; show the courage to take unpopular but correct decisions;
- Incorporate gender perspectives and ensure equal participation of women and men in all areas of work; demonstrate knowledge of strategies and commitment to the goal of gender balance in staffing.
- He or she must provide an environment in which others can talk and act without fear of repercussion; manage in a deliberate and predictable way; operate with transparency.

Qualifications:

- He or she must possess an advanced university degree; preferably a PhD in Law.

Work Experience:

- He or she must have extensive experience of not less than ten (10) years in law reform; have knowledge of crime prevention; good governance and the rule of law policies and operations; administration of criminal justice systems in African countries; professional prominence in the African region as a recognized expert in the field.
- Having long experience in teaching and/or conducting research in crime-related issues and in criminal justice will be highly desirable.

Additional Advantage:

- Having worked in international organizations, preferable UN agencies or affiliates or diplomatic organizations is highly advantageous.
- Having served as a Minister (Justice/Foreign Affairs, Social Affairs, etc..) in home countries is very much preferred.

Deadline: not later than 1st October 2021

Consideration:

- The post is available to only non-nationals of the Host Country (Uganda).

Language: The candidate must speak and write English and/or French fluently. A working knowledge of other languages, such as Arabic or Portuguese will be an added advantage.

Age: Not less than 45 years

Applicants should send detailed curriculum vitae including date of birth; nationality; educational qualifications; a summary of professional, academic and/or expertise; a summary of relevant work experience; publications; and languages spoken.

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