

MONUSCO RULE OF LAW OFFICE

Terms of Reference: Professional and Continuing Education Specialist **(2 positions)**

Position Title : Professional and Continuing Education Specialist
(Government-provided)
Duty Station : Kinshasa, Goma (Democratic Republic of the Congo)
Status: Expert on mission (Government-provided personnel)
Estimated Start Date: As soon as possible

Background:

By extending the mandate of MONUSCO, Security Council resolution 1991 (2011) also renewed the provisions of paragraph 12 l) of resolution 1925 (2010), which mandated MONUSCO to support the "efforts of the Congolese authorities to strengthen and reform security and judicial institutions". Paragraph 12 o) of Security Council resolution 1925, which is still in effect has also mandated MONUSCO to "develop and implement, in close consultation with the Congolese authorities and in accordance with the Congolese strategy for justice reform, a multi-year joint United Nations justice support programme in order to develop the criminal justice chain, the police, the judiciary and prisons in conflict-affected areas and a strategic programmatic support at the central level in Kinshasa".

Based on the above, the Rule of Law Office of MONUSCO supports efforts of Congolese authorities for the development of education and training capacities for justice sector professionals.

General Functions:

Under the direct supervision of the Director of the Rule of Law Office or her designate, the Professional and Continuing Education Specialist will assist Congolese authorities for the development of their capacity to deliver initial and continuing training and education to existing and future justice sector staff.

In particular, he/she will:

1. Assist in the development of curricula for education and training programmes for the full range of justice sector personnel, including the provision of advice in training methods and approaches targeting academic institutions where appropriate, as well as training academies and designated trainers for specific, ad hoc training programmes;
2. Provide technical expertise to Congolese authorities, as well as to MONUSCO components and other partners;
3. Advise justice sector training and academic institutions on issues relating to organization and structure;
4. Produce regular reports;
5. Establish a database of training and education activities for the justice sector, with an emphasis on military justice; and
6. Perform any other duties that might be required by the Director Rule of Law in support of training justice sector staff.

Qualifications:

Education

University degree (bachelor's or equivalent) in education, law, political science, public administration, or a related field. A certificate or diploma in continuing professional or adult education highly desirable

Work experience

At least seven years experience including experience in curriculum and continuing education programme development and coaching (training-of-trainers). Experience in the continuing education of justice sector professionals would be an advantage. Experience in providing technical assistance in a multi-cultural environment outside the candidate's country of nationality is highly desirable.

Competencies

Professionalism - Demonstrated ability to effectively coach and mentor educators or trainers to develop pedagogical skills; Demonstrated ability to develop and deliver training programmes for professionals, including curricula, teaching materials, teaching methods and techniques, practical exercises and case studies; Ability to work efficiently under pressure on difficult assignments within tight deadlines, and possibly in hardship conditions in the field; ability to plan own work and manage conflicting priorities. Teamwork - Good interpersonal skills, and ability to establish trust and build professional relationships with national counterparts and colleagues from varied cultures and professional backgrounds; demonstrated ability of incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. Communication - Excellent communication (spoken, written and presentational) skills, and ability to explain, demonstrate and teach theories, concepts, approaches and techniques; Judgment/Decision-making - Sound judgment in dealing with sensitive and confidential matters.

Languages

Fluency in French (both oral and written) is required; knowledge of English is desirable.

Other skills

Good computer skills, including proficiency in word processing and other software programmes, including for pedagogy. Ability to meet minimum requirements for assignment to peacekeeping operations (i.e. language proficiency and valid United Nations driving license).