United Nations Nations Unies

INTEROFFICE MEMORANDUM MEMORANDUM INTERIEUR

(Recruitment as per SA (25/08/16))

RECEIVED
AUG 24 2016
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EOSG/CENTRAL

TO: Mr. Hervé Ladsous, Under-Secretary-General
A: for Peacekeeping Operations

DATE: 24 August 2016

REFERENCE:

CC: Mr. Edmond Mulet, Chef de Cabinet
COPIE:

ACTION AG
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JK

FROM: Jeffrey Feltman, Under-Secretary-General
DE: for Political Affairs

SUBJECT: **Recruitment of 2017 Standby Team of Senior Mediation Advisers**
OBJET:

1. The Standby Team of Senior Mediation Advisers (the "Standby Team") is a United Nations rapid response mechanism that provides mediation advice and expertise to senior envoys and mediators worldwide. It regularly supports DPA field missions, peacekeeping operations, and efforts of partner regional and sub-regional organisations. It is managed by the DPA Mediation Support Unit, the System-wide hub for mediation support.

2. DPA has recently launched the recruitment process for the 2017 Standby Team, and I would be most grateful for the assistance of your Department in sharing the attached vacancy announcement both at Headquarters and with field missions.

3. To facilitate the latter, enclosed is a draft cable providing information on the recruitment process and conveying the vacancy announcement as well as the factsheet on the 2016 Standby Team.

4. Any questions on the Standby Team recruitment process can be directed to the Team Leader of the Mediation Support Unit, Ms. Roxane Bazergan (bazergan@un.org), or the MSU Standby Team Coordinator, Mr. Juan Jeannet Arce (jeannetarce@un.org).

Best regards.

Attached
I. Draft code cable to all Heads of peacekeeping operations
II. Recruitment notice for the 2017 Standby Team of Senior Mediation Advisers
III. Factsheet on the 2016 Standby Team of Senior Mediation Advisers

HRM/07/006

FILED
JAN -6 2017
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CODE CABLE

ROUTINE
UNCLASSIFIED

TO: ANNADIF, MINUSMA, BAMAKO
BEARY, UNIFIL, NAQOURA
BOLDUC, MINURSO, LAAYOUNE
GAWN, UNTSO, JERUSALEM
HONORE, MINUSTAH, PORT-AU-PRINCE
LODIN, UNMOGIP, ISLAMABAD
LØJ, UNMISS, JUBA
MENON, UNDOF, DAMASCUS/CAMP ZIOUANI
MINDAOUDOU, UNOCI, ABIDJAN
MUSSA, UNISFA, ABYEI
ONANGA-ANYANGA, MINUSCA, BANGUI
SIDIKOU, MONUSCO, KINSHASA
SPEHAR, UNFICYP, NICOSIA
TANIN, UNMIK, PRISTINA
UHOMOIBHI, UNAMID, EL FASHER
ZARIF, UNMIL, MONROVIA

INFO: FELTMAN, UNATIONS, NEW YORK
KHARE, UNATIONS, NEW YORK

FROM: LADSOUS, UNATIONS, NEW YORK

DATE:

NUMBER:

SUBJECT: **Recruitment of the 2017 Standby Team of Senior Mediation Advisers**

Summary: This cable provides information on the recruitment process for the 2017 Standby Team of Senior Mediation Advisers and requests Missions to encourage suitable candidates to apply by 19 September 2016.

1. The Standby Team of Senior Mediation Advisers (the "Standby Team") is a rapid response mechanism designed to provide advice and expertise to senior envoys and mediators worldwide on conflict prevention, good offices, and mediation. It consists of full-time experienced mediation practitioners and thematic experts who can be deployed within 72 hours wherever in the world they're needed. The

attached fact sheet contains the profiles of the current Standby Team members, who will serve through February 2017. Many DPKO missions have already benefitted from their support.

2. The mechanism is managed by the Mediation Support Unit (MSU) of DPA, the System-wide hub for mediation support, and the repository of knowledge and lessons learned in this field. The recruitment process for the 2017 Standby Team has just been launched, and in this regard your assistance is requested in sharing the attached vacancy announcement with highly qualified candidates who may be interested in working with the United Nations as senior mediation advisers. DPA's goal is to establish a team with deep mediation experience and a wide range of regional knowledge, technical skills and language abilities. All applicants are expected to have some mediation process design skills, and are expected to demonstrate competence in mainstreaming gender into their work. I would in particular encourage qualified women, and speakers of Arabic and/or French, to apply. Applicants should take note that positions on the Standby Team are consultancies, not UN staff positions.

3. The 2017 Standby Team will have positions in the thematic areas of: (i) Conduct and Process Design of Mediation, Facilitation and Dialogue; (ii) Security Arrangements (with a particular focus on Ceasefires); (iii) Gender and Inclusion; (iv) Constitution-making; and, (v) Power-sharing.

4. The recruitment process is being managed in

partnership with the United Nations Office for Project Services. Interviews with short-listed candidates will take place in October 2016, and successful candidates will be offered full-time appointments that will begin in late February 2017. All candidates must apply through the UNOPS recruitment portal no later than 19 September 2016. The application link can be found on the Peacemaker website: http://peacemaker.un.org/2017SBT

5. Any questions on the Standby Team or the recruitment process can be directed to the Team Leader of the Mediation Support Unit, Ms. Roxane Bazergan (bazergan@un.org) or the Standby Team Coordinator in MSU, Mr. Juan Jeannet Arce (jeannetarce@un.org).

Best regards.

Enclosed: (A) Standby Team recruitment notice
(B) Fact Sheet on 2016 Standby Team

[Drafted by Juan Jeannet Arce, DPA/PMD/Mediation Support Unit]

United Nations
Department of Political Affairs
DIPLOMACY. PREVENTION. ACTION

UNOPS

The United Nations Department of Political Affairs, in partnership with the United Nations Office for Project Services (UNOPS), is seeking candidates for the

2017 Standby Team of Senior Mediation Advisers

(Application deadline: 19 September 2016 at 18:00 EDT / 24:00 CEST)

in the following areas of specialization:

- Design and conduct of mediation, facilitation and dialogue;
- Security arrangements (including ceasefires, DDR & SSR);
- Gender and inclusion;
- Constitution-making;
- Power-sharing;

The UN Department of Political Affairs, through its Policy and Mediation Division, maintains a Mediation Support Unit (MSU) which provides support to senior UN envoys and partners engaged in mediation and peacemaking efforts, and serves as a repository for expertise and knowledge in this field. The Standby Team of Senior Mediation Advisers, managed by MSU, consists of full-time experienced mediation practitioners who can be deployed within 72 hours to support the conflict prevention, good offices, and mediation efforts of senior envoys and representatives of the UN and its partners.

DPA's goal is to establish a team of advisers with significant mediation experience and a wide range of regional knowledge, technical skills and language abilities. All applicants are expected to have some mediation process design skills, and are expected to demonstrate competence in mainstreaming gender into their work. Women are particularly encouraged to apply. Speakers of Arabic and/or French are also strongly encouraged to apply.

Interviews with short-listed candidates will take place in late October 2016. The exact composition of the team will be defined depending on the requirements of the United Nations at the time of recruitment.

Expert positions on the Standby Team of Senior Mediation Advisers are full-time appointments; experts are home-based and deploy to the field on short notice, as needed. Members of the 2017 Standby Team are expected to take up their functions in late February 2017.

Applicants should take note that positions on the Standby Team are consultancies, not UN staff positions.

All candidates for the 2017 Standby Team of Senior Mediation Advisers must submit an application via the recruitment portal of UNOPS.

The application page can be found at:
https://gprs.unops.org/pages/viewvacancy/VADetails.aspx?id=10396

General information can be found on the Peacemaker website, at the following location:
http://peacemaker.un.org/2017SBT

The deadline for all applications is **Monday, 19 September 2016 at 18:00 EDT / 24:00 CEST**

United Nations
Department of Political Affairs
DIPLOMACY. PREVENTION. ACTION

Standby Team of Senior Mediation Advisers 2016

Established in March 2008, the Standby Team of Senior Mediation Advisers is a service of the Department of Political Affairs (DPA) situated in the Mediation Support Unit (MSU) within the Policy and Mediation Division (PMD). It is a specialized resource that can be rapidly deployed on a temporary basis into the field to provide technical advice to UN officials and others engaged in conflict prevention or mediation efforts. The Team's services are available to United Nations envoys, political and peacekeeping missions and country teams, as well as to regional organizations and partners with whom the United Nations works closely in conflict mediation and good offices world-wide. Team members can be deployed individually or in small groups.

"We wish to see the United Nations and all our partners make full use of the potential of mediation to prevent, manage and resolve disputes and conflicts. We need to have the know-how, the operational dexterity, and the partnerships to undertake mediation professionally and effectively."

Ban Ki-moon,
Secretary-General of the United Nations
13 September 2012

The principal operational role of the Standby Team is to provide expert advice to senior UN officials or other partners, upon request, either by deploying to the field or by providing advice remotely. This support is flexible and adapted to the needs of the situation. It can include: providing technical expertise in a specific area; giving advice on procedural and agenda-setting issues; providing analysis of the positions of parties in negotiations, including the identification of potential points of convergence as well as possible gaps; drafting the text of agreements; leading workshops for parties on substantive or process issues; and providing specialised mediation training and coaching.

Team members are experienced in mediation situations and experts in a range of issues that arise frequently in peace negotiations, including the overall design of processes, security arrangements (ceasefires/DDR/SSR), constitutional issues, power-sharing, natural resources, and gender and inclusion. When not deployed in the field, the members of the Team are on permanent standby, carrying out research and coordinating reviews of best practices in their area of expertise. Furthermore, the Team members are responsible for producing operational guidance notes and related training materials, and assisting MSU with the development of a network of experts in their areas of expertise.

Administration of the Standby Team

Standby Team support is provided in response to requests from UN officials and other partners. It is a fully-funded resource, and support is provided at no cost to requesting entities. All logistical/travel and administrative arrangements for the team are handled by the United Nations Office for Project Services.

Composition of the Standby Team

BARNEY AFAKO **(Uganda – Process Design; Legal Issues; Wealth-sharing; Transitional Justice)** served, prior to joining the Standby Team, as a legal adviser to the African Union High-Level Implementation Panel for Sudan and South Sudan, led by former President Thabo Mbeki of South Africa, and to a high-level mediation team of the Africa Forum (of former African leaders) on the boundary dispute between Malawi and Tanzania. In addition, he gained mediation experience while serving as chief legal adviser in the Government of Southern Sudan mediation process between the Government of Uganda and the LRA. Mr. Afako has also recently been a board member of the mediation NGO Conciliation Resources. He speaks English.

SAKUNTALA KADIRGAMAR-RAJASINGHAM **(United States – Constitutions; Power-sharing; Gender and Inclusion)** has, during her tenure on the Standby Team, supported the efforts of UNSMIL in advancing the women's and civil society tracks of the Libyan Political Dialogue, and provided constitutional advice in several contexts, including Lesotho and Nepal. She has developed research, in collaboration with Princeton University and the United States Institute of Peace, on power-sharing issues. She brings over twenty years of experience working in conflict and post-conflict countries advising on constitutional and governance issues, as well as promoting gender and social inclusion, particularly in Asia. Inter alia, she supported the

national dialogue process in Yemen, was a senior constitutional advisor to the UN Political Office for Somalia, was a senior constitutional advisor to UNDP in Nepal, and worked for many years with IDEA, including in Asia. She speaks English.

BRENDAN MCALLISTER (Ireland – Facilitation; Process Design; Reconciliation) has, while on the Standby Team, delivered a range of training and coaching workshops. He has also been deployed to advise on the development of local mediation practice by UNDP in Ukraine and by UNAMA in Afghanistan. He assisted UNSMIL in Libya to design and deliver a process aimed at resolving the conflict between the cities of Misrata and Tawergha, and he has provided mediation advice to the Office of the Special Envoy for Syria. Prior to joining the Standby Team, Mr. McAllister was Director of Mediation Northern Ireland and in this role was responsible for the development of indigenous peace mediation and bringing it to bear on a wide range of issues including political dialogue, police reform, public sector reform, prisoner engagement, community relations, social cohesion and public order. Within the international mediation support community, he has provided training, mentoring and advice to UN and EU officials and to NGOs working on assignments inter alia in Afghanistan, Kosovo, Nepal, Pakistan, Syria, Ukraine and Yemen. He speaks English.

MARK MULLER (United Kingdom – Facilitation; Process Design; Legal Issues; Human Rights; Transitional Justice) has been a Standby Team adviser primarily deployed in support of the Syria and Yemen processes, as well as on Ukraine (in support of UNDP), Georgia (Geneva International Discussions), Iraq (UNAMI initiative on reconciliation), and South Sudan (IGAD-led talks in Addis Ababa). He is a senior British barrister (Queen's Counsel) and international lawyer specialising in public international law and human rights. Prior to joining the Standby Team, for several years he advised international bodies on conflict resolution and mediation, confidence-building, ceasefires, power-sharing, international law, human rights, and dialogue processes, including several mediation organisations including the Centre for Humanitarian Dialogue, Beyond Conflict and Inter-Mediate. He has first-hand experience of Track 1 and 2 negotiations between governments and armed groups and has worked in a number of conflict zones including Afghanistan, Colombia, Georgia, Iraq, Libya and Syria. He has been a Fellow of Harvard Law School. He speaks English.

ELISABETH SCHEPER (The Netherlands – Gender and Inclusion) is a gender and peacebuilding expert. Prior to joining the Standby Team she was a consultant with the Department of Political Affairs helping its Gender Team develop guidance on gender and inclusive mediation strategies, and to develop and coordinate the High-Level Seminars on Gender and Inclusive Mediation Processes, as well as the DPA Gender/Women, Peace and Security staff trainings. As a Senior Advisor to the UN Peacebuilding Fund, and an evaluation team leader in the UNDP Bureau for Crisis Prevention and Recovery, she conducted complex crisis and conflict prevention evaluations in Asia, Latin America and Africa (including Cambodia, the Central African Republic, Colombia, Liberia and Sri Lanka). She has had extensive field experience in Asia and Latin America, including in relation to Myanmar, Nepal, the Philippines, and Sri Lanka, and has worked closely with and as part of the development NGO community. She conducted Ph.D. studies on the role of local civil society in preventing deadly conflict in Asia. She speaks English.

SCOTT SMITH (United States – Power-sharing; Process Design) is a specialist on power-sharing between governments and opposition movements and in disputed electoral outcomes. He was a DPA and DPKO staff member from 1998-2011. He has rich experience on Afghanistan, and has also worked on Côte d'Ivoire, Lebanon and Papua New Guinea. He has mediated agreements, designed electoral and power-sharing systems, and studied and written about power-sharing, constitutional, electoral, governance and peace-making issues. He has most recently been the Director of Afghanistan and Central Asia Programs at the United States Institute of Peace. He speaks English, French and Spanish.

ISSAKA SOUARÉ (Guinea – Process Design), prior to joining the Standby team, served as Special Adviser to the African Union High Representative for Mali and the Sahel, a role in which he was extensively involved in the Mali peace processes (Ouagadougou and Algiers) and follow-up of their implementation. He also served as expert/resource person for the AU High-Level Panel on Egypt (2013-2014). Prior to this he served in AU policymaking and analysis roles, including with a focus on early warning and preventive diplomacy (based at the AU Commission in Addis Ababa). Mr. Souaré also has had significant academic and research experience, including his work at the Institute for Security Studies in South Africa, and has numerous publications on security and governance issues in Africa. His teaching and facilitation experiences (including in Canada, Ethiopia and South Africa), make him an asset in lessons learning and training activities. He speaks Arabic, English and French.

SIMON YAZGI (United Kingdom – Security Arrangements), prior to joining the Standby Team, most recently served as the Chief of the Disarmament, Demobilization and Reintegration section in DPKO. He worked for DPKO for 15 years both in field missions (UNMISS, MONUC) and at Headquarters. He has managed DDR operations in countries like Somalia, Sudan and South Sudan and provided remote support on ceasefires and security arrangements issues to mediation processes in Colombia, the Central African Republic, the Democratic Republic of the Congo and Libya. He speaks English, French and Spanish.

For further information or to discuss possible support, please contact the Team Leader of the Mediation Support Unit, Ms. Roxane Bazergan, at bazergan@un.org (+1-917-367-4254), or the MSU Standby Team focal point, Mr. Juan Jeannet Arce at jeannetarce@un.org (+1-212-963-8044).

To:
Cc:
Bcc:
Subject: Fw: Memo to Mr. Ladsous - Recruitment of 2017 Standby Team of senior mediation advisers

From: Angeli Badelles/NY/UNO
To: DPKO-DFS-Correspondence/NY/UNO@UNHQ
Cc: SGCentral/NY/UNO@UNHQ, DPA-OUSG Correspondence, Maria Regina Semana/NY/UNO@UNHQ, Juan Jeannet Arce/NY/UNO@UNHQ
Date: 24/08/2016 05:19 PM
Subject: Memo to Mr. Ladsous - Recruitment of 2017 Standby Team of senior mediation advisers

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Dear colleagues,

Please find attached memo to Mr. Ladsous. I will hand-deliver the original documents to your office.

20160824165339.pdf 160822 - Code Cable to PKOs on SBT recruitment.doc

Annex - Factsheet on the 2016 Standby Team.pdfAnnex - Recruitment Notice for 2017 Standby Team.pdf

Copying SG central for CdC attention.

Best.

Angeli

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S-3521

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