

| I. Position Information | |
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| Job Code Title: Peace and Development Specialist Department: UNCT/UNDP Liberia Contract Type: Secondment from FBA Reports to: Peace and Development Advisor | Current Grade: P4 equivalent |
| II. Organizational Context | |
| <p>Liberia is at a crucial crossroad for its sustaining peace efforts with the upcoming Presidential and Parliamentary election in October 2023. Following the closure of UNMIL in 2018, the general election is the first without major international financial, logistical and security support, putting considerable strain on Liberia’s limited resources and capacity. The pre-election period has been marred by mistrust in the National Elections Commission and calls for its resignation, especially by some opposition actors. Further on, the timeline of pre-electoral processes is considerably delayed and needs revision, including for the much-requested biometric voter registration that is central to the perception of a free and fair election. The delay of the census, originally scheduled for 2018 and finally conducted in November 2022, and its links to the electoral processes, has further led to accusations of a flawed process. The exchange between political leaders and supporters is increasingly heating up, with elements of inciteful language, which in previous elections have led to violence. To counter this trend the RC, in collaboration with ECOWAS and with the support of the Peace and Development Team, is currently facilitating a dialogue process between political parties.</p> <p>Following the 1989 to 2003 civil war, Liberia has made major progress in sustaining the peace, including during fifteen years of peacekeeping. Nevertheless, many of the root causes to the Liberian conflicts, such as poverty, unequitable distribution of natural resources, governance, endemic corruption, a weak justice system and division between settlers and indigenous populations, remain unresolved. In addition, there has been no national processes of accountability for crimes committed during the civil war, with several alleged war criminals still visibly active on the political scene. These grievances continue influencing the undercurrents of national developments.</p> <p>More noticeable, on a daily basis for most Liberians, is the weak national security system which is undersized—at less than half of the capacity compared to the peacekeeping era—to deal with the increasing levels of crime in the country. The same police force, together with other national security agencies, are the ones to guarantee a safe and secure election in October 2023. Closely related, the justice system is overwhelmed with the number of cases in its dockets. Further on, ordinary Liberians struggle to be given due process as many judges accept bribes, creating a system of ‘justice for the highest bidder’.</p> <p>Women’s political participation is low—currently less than 10% of the Legislators are women. Women also suffer from high levels of gender-based violence as well as violence against women in elections, all which need to be tackled, in order for Liberia to advance its development.</p> <p>Under the direct guidance of the Peace and Development Advisor, the Peace and Development Specialist (PDS) will assist the PDA, as well as the UN Resident Coordinator and the UNCT in identifying gaps and opportunities for maximizing on UN-system wide support to the Government’s efforts to sustain peace, promote good governance and advance sustainable development. The Peace and Development Specialist will support the PDA in the implementation of his/her activities by providing substantive support in two main areas:</p> <ul style="list-style-type: none"> • Identify areas of programmatic engagement with national stakeholders and support to the Peace and Development Advisor in the preparation of the UN response to government requests, related | |

to social cohesion, dialogue, democratic reform, conflict prevention, peacebuilding, or other relevant field;

- Provide strategic and technical support to UNDP and other UNCT members with regard to conflict prevention programming and capacity to undertake conflict analysis, mainstream conflict sensitivity.

III. Functions / Key Results Expected

1. Within the framework of transition planning, identify areas of programmatic engagement with national stakeholders, and support to the Peace and Development Advisor in the preparation of the UN response to government requests, related to social cohesion, dialogue, democratic reform, conflict prevention, peacebuilding, or other relevant field:

- Provide technical and advisory support to peace-consolidation activities and initiatives such as: support to dialogue processes and facilitation of national multi-stakeholder processes; skills building for negotiation, mediation, and reconciliation processes;
- Support to capacities of networks of mediators and facilitators at national and local levels; strengthen women's initiatives and groups in peace processes;
- Undertake/ support confidence-building measures including training and capacity building workshops for national stakeholders at all levels and other inter-group process, as required;
- Undertake necessary activities to build/strengthen/apply/sustain national capacities/ institutions/ processes to prevent crisis and mainstream conflict prevention interventions throughout the work of the UNCT;
- Identify and engage civil society actors in the peace and development agenda supported by the UN

2. Provide strategic and technical support to UNDP and other UNCT members with regard to conflict prevention programming and work to strengthen their capacity to undertake conflict analysis, mainstream conflict sensitivity in regular programming.

- Define/implement a strategy for identifying entry points for mainstreaming of conflict prevention and conflict sensitivity in the UNCT, including within the framework of common country planning processes (UN Development Assistance Framework, Country Programme Documents, Strategic Response Plans (SRPs) etc.);
- Provide strategic guidance to UNDP's programmatic portfolio pertaining to governance, peacebuilding, and conflict prevention;
- Support an integrated programmatic approach across the UNCT in the context of SDG 16 – Peace, Justice, and Strong Institutions;
- Ensure delivery of high-value capacity development and training to UN Country Team staff and key national partners on conflict analysis, conflict prevention and/or conflict-sensitive development, ensuring that the gendered dimensions of conflict are adequately reflected through analysis produced and meaningfully addressed through programmatic efforts;
- Provide analytical and strategic support to the PDA and UNCT. Support the UNCT in making programmatic linkages with the analysis provided.
- Conduct analysis and research on issues and thematic areas, as directed by the PDA, including through analysis of local sources.

IV. Impact of Results

- Relevant international experiences with regard to social cohesion, governance reform, conflict prevention and peacebuilding adopted and implemented by national stakeholders;
- Enhanced strategic capacity of UNCT and RC/RR to contribute effectively to the prevention of conflict and the sustained development and application of national capacities for conflict prevention;
- Strengthened capacities for dialogue, social cohesion, mediation, reconciliation, conflict prevention, confidence building, etc.
- Enhanced DPA and UNDP awareness of in-country political and security developments, potential entry points and opportunities for strategic engagement in the country.

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| V. Competencies |
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| Core | |
| Innovation <i>Ability to make new and useful ideas work</i> | Level 4: Originate (Peer Regarded Lead Expert) Level 4: Originate (Peer Regarded Lead Expert) |
| Leadership <i>Ability to persuade others to follow</i> | Level 4: Originate (Peer Regarded Lead Expert) Level 4: Originate (Peer Regarded Lead Expert) |
| People Management <i>Ability to improve performance and satisfaction</i> | Level 3: Apply & Adapt (Recognized contributor with demonstrated ability) Level 3: Apply & Adapt (Recognized contributor with demonstrated ability) |
| Communication <i>Ability to listen, adapt, persuade and transform</i> | Level 4: Originate (Peer Regarded Lead Expert) Level 4: Originate (Peer Regarded Lead Expert) |
| Delivery <i>Ability to get things done</i> | Level 4: Originate (Peer Regarded Lead Expert) Level 4: Originate (Peer Regarded Lead Expert) |
| Technical/Functional | |
| Primary | |
| Social Cohesion <i>Knowledge of methods and experience of supporting communities to achieve greater inclusiveness, more civic participation and creating opportunities for upward mobility</i> | Level 4: Originate (Peer Regarded Lead Expert) Level 4: Originate (Peer Regarded Lead Expert) |
| Peacebuilding and Reconciliation <i>Ability to support peace processes to facilitate recovery and development</i> | Level 4: Originate (Peer Regarded Lead Expert) Level 4: Originate (Peer Regarded Lead Expert) |
| Conflict-Sensitive Programming <i>Ability to use methods and tools to monitor conflict triggers and determine impact of various dynamics in conflict-prone situations</i> | Level 4: Originate (Peer Regarded Lead Expert) Level 4: Originate (Peer Regarded Lead Expert) |
| Secondary | |
| Knowledge Management <i>Ability to efficiently handle and share information and knowledge</i> | Level 4: Originate (Peer Regarded Lead Expert) Level 4: Originate (Peer Regarded Lead Expert) |
| Relationship Management <i>Ability to engage with other parties and forge productive working relationships</i> | Level 4: Originate (Peer Regarded Lead Expert) Level 4: Originate (Peer Regarded Lead Expert) |
| Political Economy Analysis <i>Ability to analyze socio-political dynamics influencing power and influence through various lenses (i.e. national, local, communal levels and ethnic, demographic, etc.)</i> | Level 4: Integrate & Empower (Strategic Advisor) |

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| VI. Recruitment Qualifications | |
| Education: | Advanced university degree (Master's Degree) in political science, sociology, international relations, international economics, law, public administration, or other related social sciences |
| Experience: | <ul style="list-style-type: none"> At least 7 years of level experience in policy, and strategy development, development and/or conflict prevention in a governmental, multilateral or civil society organization; Extensive experience in research and project development; A proven policy, advisory and advocacy experience and track record of engagement with senior levels of government, United Nations, and donors; |

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| | <ul style="list-style-type: none"> • Experience working within a UN agency or department or other international organization would be a major asset. • Proven experience in development programming; • Experience in national and community-level conflict prevention and peacebuilding initiatives and programming; • Experience in gender mainstreaming is an asset; • Excellent knowledge of and extensive experience in the West African region, including in dialogue and conflict prevention initiatives, is an advantage. | |
| Language Requirements: | Fluent written and spoken English is required. | |
| VII. Signatures- Post Description Certification | | |
| Incumbent <i>(if applicable)</i> | | |
| Name | Signature | Date |
| Supervisor | | |
| Name / Title | Signature | Date |
| Chief Division/Section | | |
| Name / Title | Signature | Date |