United Nations International Residual Mechanism for Criminal Tribunals

Call for Interest
Individual Contractor – Staff Welfare Counsellor

DEADLINE FOR APPLICATIONS: 31 October 2020
DATE OF ISSUANCE: 23 October 2020
OFFICE: Human Resources Section
LOCATION: Arusha
JOB OPENING NUMBER: 2020/IRMCT/REG/HRS/023-IC

Organizational setting and Reporting:
The Individual Contractor (IC) will be working in the Registry of the International Residual Mechanism for Criminal Tribunals (IRMCT), Arusha Branch. The incumbent will work under the general supervision of Chief, Human Resources Section.

Only candidates under consideration will be contacted for an interview. The selected candidate will be offered a contract as an Individual Contractor.

Terms of Reference for Consultant:

A) Objectives and Targets

The Counselor will be responsible for developing counseling and support programmes for staff, staff groups and associated parties, who as a result of their exposure to and involvement in the work of the Mechanism are at risk for stress related disorders. This includes the identification of such parties and stress factors, and the creation of appropriate measures (internal/external) to address such situations.

B) Tangible outputs of the work assignment

The Staff Welfare Counselor will implement such programmes by providing counseling, undertaking team-building activities, and proposing measures to reduce stress in the workplace. The IC will also contribute to the development of policies and procedures governing employee relations, gender and cross cultural management issues and will make recommendations on possible solutions.

C) Delivery

The IC will brief the Chief, Human Resources on a weekly basis as to the status of the programmes and targeted aims. Meetings will be held over video conference. Counseling sessions to staff to be determined.

D) Performance indicators

Evaluation of work will be based on assessment of programmes developed and delivery to the staff at large.

E) Fee for Service

Fee for Service is dependent upon relevant experience. The fee range is determined as between $5,000 - $8,000 per month.

Qualifications/ Special skills:

Education: Advanced university degree in Psychology or related discipline. A first level university degree in combination with two years of qualifying experience may be accepted in lieu of an advanced university degree. Certification / Licensure as a Counselor or Psychologist is highly desirable.
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Experience: Minimum of seven (7) years of progressively responsible experience in counselling and support programmes.

Language: English and French are the working languages of the IRMCT. For this position, fluency in English is required. Knowledge of French is an asset.

How to Apply
Qualified candidates who are able to work on short notice in Arusha, Tanzania are invited to submit their application and their UN Personal History Form (PHP), to recruitmentR@un.org in-box quoting Reference No. 2020/IRMCT/REG/HRS/023-IC in the subject line.

APPLICATIONS MUST BE RECEIVED NO LATER THAN MIDNIGHT ON THE DEADLINE DATE APPLICATIONS RECEIVED AFTER THE DEADLINE WILL NOT BE CONSIDERED.