

United Nations International Residual Mechanism for Criminal Tribunals

TEMPORARY JOB OPENING (Duration until 31 December 2022)

Stress Counsellor, P-3

DEADLINE FOR APPLICATIONS	:	05 July 2022
DATE OF ISSUANCE	:	29 June 2022
OFFICE	:	Registry/Human Resources Section
LOCATION	:	Arusha
JOB OPENING NUMBER	:	22-HRE-RMT-185244-J-ARUSHA (R)

United Nations Core Values: Integrity, Professionalism, Respect for Diversity

Organizational setting and Reporting:

This position is located in the Medical Unit of the United Nations International Residual Mechanism for Criminal Tribunals (Mechanism). The Stress Counsellor will work under the direction of the Medical Officer along with technical guidance of the CISMS Regional Stress Counsellor.

Responsibilities:

The field stress counsellor will administrate a wide range of stress management activities and actively participate in assisting both managers and staff in the Mechanism duty stations in emergency preparedness and response in collaboration with and following the standard operational procedures on the Management of Stress and Critical Incident Stress (MSCIS). Specific responsibilities would include:

1. Face-to-face activities required to be ready to travel between the Mechanism duty stations;
2. Develop and implement a stress prevention and management plan applicable to the Mechanism personnel in the Mechanism duty stations;
3. Provide individual and group stress management and critical incident counselling sessions to all Mechanism staff and dependents as/when needed;
4. Plan and facilitate preventative stress management training on a variety of stress related issues for Mechanism personnel in the Mechanism duty stations and circulate useful reading resources related to stress;
5. Assist in establishing Critical Incident Stress Intervention Cells (CISICs) including selecting Peer Helpers, facilitating peer helper training sessions, coordinating, and following up on all relevant activities;
6. Liaise with Staff Union to technically support the welfare activities for Mechanism personnel.
7. Identify, address, and follow up on high stress cases and critical incident stress cases among the UN personnel and dependents in the country;
8. Be willing to visit & travel regularly to in the Mechanism duty stations in order to implement preventative stress management training activities and offer technical consultations when needed;
9. Advise Mechanism management on stress mitigating strategies and activities;
10. Collaborate with Mechanism managers on how to address changes and team issues;
11. Establish an external network of professionals ready to refer to, support and intervene in case of need;
12. Under the guidance of the CISMS Regional Stress Counsellor, coordinate all critical incident stress management activities with relevant stake holders, including UN staff counsellors in the in the Mechanism duty stations and in neighbouring countries, Peer Helpers, Mental Health Professionals etc;
13. Perform ongoing psychosocial needs assessments and monitor the determinants of stress in Mechanism personnel, including activities such as data collection, analyses, resource mapping and coordinating collective psychosocial capacity across UN agencies and partners; and,
14. Provide monthly reports to the Mechanism Medical Services, with copies to UN Headquarters UNDSS CISMS RSC on all activities.

Core Competencies:

- Professionalism - Expert knowledge in the field of stress management and counselling; demonstrated adaptability and ability to work in austere, insecure environments and to adjust rapidly to varying social, organizational and geographic settings; good conceptual skills in mental health programming and/or public health; proven ability to provide culturally sensitive counselling in stress and stress related issues and treat sensitive or confidential information appropriately; in depth understanding of the strategic directions in critical incident stress management. Shows pride in work and in achievements. Demonstrates professional competence and mastery of subject matter. Is conscientious and efficient in meeting commitments, observing deadlines and achieving results. Is motivated by professional rather than personal concerns. Shows persistence when faced with difficult problems or challenges. Remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.
 - Communication – Speaks and writes clearly and effectively. Listens to others, correctly interprets messages from others and responds appropriately. Asks questions to clarify, and exhibits interest in having two way communication. Tailors language, tone, style and format to match the audience. Demonstrates openness in sharing information and keeping people informed.
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- **Teamwork** – Works collaboratively with colleagues to achieve organisational goals. Solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others. Places team agenda before personal agenda. Supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position. Shares credit for team accomplishments and accepts joint responsibility for team shortcomings.
- **Planning and Organising** – Develops clear goals that are consistent with agreed strategies. Identifies priority activities and assignments, adjusts priorities as required. Allocates appropriate amount of time and resources for completing work. Foresees risks and allows for contingencies when planning. Monitors and adjusts plans and actions as necessary. Uses time efficiently.
- **Client Orientation** – Considers all those to whom services are provided to be “clients” and seeks to see things from clients' point of view. Establishes and maintains productive partnerships with clients by gaining their trust and respect. Identifies clients' needs and matches them to appropriate solutions. Monitors ongoing developments inside and outside the clients' environment to keep informed and anticipate problems. Keeps clients informed of progress or setbacks in projects. Meets timeline for delivery of products or services to client.

QUALIFICATIONS

Education:

- Advanced university degree (Master's degree or equivalent) in Clinical Psychology or Psychiatry. A first level university degree in combination with two additional years of qualifying experience may be accepted in lieu of an advanced university degree.
- A valid certification to practice at national level in clinical psychology or psychiatry is required.
- Additional training or experience in a broad range of related fields, such as alcohol/substance abuse, stress management, structural changes, critical incident stress and cross-cultural communication would be an asset.
- Qualifying years of experience are calculated after the receipt of an accredited advanced level degree recognised by the United Nations.

Experience:

- A minimum of five years of experience in stress counselling, clinical psychology, psychiatry, or related field, at a national level with cross border experience is required. International experience would be desirable.
- Experience in crisis coordination and emergency response would be highly desirable.

Language:

English and French are the working languages of the Mechanism. For the post advertised, fluency in oral and written is required. Working knowledge of another UN language is an asset.

Assessment Method:

Candidates will be assessed by a comparative matrix.

Special Notice:

The United Nations Secretariat is committed to achieving 50/50 gender balance in its staff. Female candidates are strongly encouraged to apply for this position.

The appointment is limited to the International Residual Mechanism for Criminal Tribunals. Appointment of the successful candidate on this position will be limited to the initial funding of the post. Extension of the appointment is subject to the extension of the mandate and/or the availability of funds. As the international tribunals are not integrated in the Secretariat, UN Staff Members serve on assignment or secondment from their parent department/office if selected. Appointments of staff members in the United Nations are subject to the authority of the Secretary-General. Staff Members are expected to move periodically to new functions in accordance with established rules and procedures, and may in this context be reassigned by the Secretary-General throughout the Organization based on the changing needs and mandates.

NOTE FOR PREVIOUSLY ROSTERED CANDIDATES

Roster candidates must express their interest and availability for published job openings by submitting an updated PHP and cover letter.

No Fee:

THE UNITED NATIONS DOES NOT CHARGE A FEE AT ANY STAGE OF THE RECRUITMENT PROCESS (APPLICATION, INTERVIEW MEETING, PROCESSING, TRAINING OR ANY OTHER FEES). THE UNITED NATIONS DOES NOT CONCERN ITSELF WITH INFORMATION ON BANK ACCOUNTS.

United Nations Considerations

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According to article 101, paragraph 3, of the Charter of the United Nations, the paramount consideration in the employment of the staff is the necessity of securing the highest standards of efficiency, competence, and integrity. Candidates will not be considered for employment with the United Nations if they have committed violations of international human rights law, violations of international humanitarian law, sexual exploitation or sexual abuse, or crimes other than minor traffic offences, or if there are reasonable grounds to believe that they have been involved in the commission of any of these acts. The term “sexual exploitation” means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. The term “sexual abuse” means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Due regard will be paid to the importance of recruiting the staff on as wide a geographical basis as possible. The United Nations places no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs. The United Nations Secretariat is a non-smoking environment.

Applicants are urged to follow carefully all instructions available in the online recruitment platform, inspira. For more detailed guidance, applicants may refer to the Manual for the Applicant, which can be accessed by clicking on “Manuals” hyper-link on the upper right side of the inspira account-holder homepage.

The evaluation of applicants will be conducted on the basis of the information submitted in the application according to the evaluation criteria of the job opening and the applicable internal legislations of the United Nations including the Charter of the United Nations, resolutions of the General Assembly, the Staff Regulations and Rules, administrative issuances and guidelines. Applicants must provide complete and accurate information pertaining to their personal profile and qualifications according to the instructions provided in inspira to be considered for the current job opening. No amendment, addition, deletion, revision or modification shall be made to applications that have been submitted. Candidates under serious consideration for selection will be subject to reference checks to verify the information provided in the application.

Job openings advertised on the Careers Portal will be removed at 11:59 p.m. (New York time) on the deadline date.

HOW TO APPLY:

All applications must be submitted through the UN Inspira portal. The Mechanism is not able to accept applications for this vacancy via email.

Internal applicants may go to <https://inspira.un.org>

External applicants may go to <https://careers.un.org>
