

# UNITED NATIONS INTERNATIONAL RESIDUAL MECHANISM FOR CRIMINAL TRIBUNALS

Stress Counsellor, P-3

DEADLINE FOR APPLICATIONS	:	17 June 2023
DATE OF ISSUANCE	:	19 May 2023
OFFICE	:	Registry/ Human Resources Section
LOCATION	:	Arusha
JOB OPENING NUMBER	:	23-HRE-RMT-209513-R-ARUSHA (R)

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

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## Organizational setting and Reporting:

This position is located in the Human Resources Section at the Arusha Branch of the International Residual Mechanism for Criminal Tribunals. The incumbent will work under the guidance of the Chief of Human Resources Section (or OIC). S/he also works under the technical guidance of the Critical incident stress management Section (CISMS) Regional Stress Counsellor for Europe and Americas (RSC) in UNHQ.

## Responsibilities:

Within delegated authority, the Stress Counsellor will be responsible for the following duties:

- Performs individual assessments in the case of individual staff members experiencing difficulty coping and/or presenting mental health-related symptoms or syndromes.
- Advises the RSC and other Personnel Officers, as necessary, on individual cases where an identified problem is likely to have professional, vocational and/or counselling effect (e.g. work-related problem/s due to a psychological problem, conflict resolution, need-oriented medication, etc.).
- Advises Chiefs of Section upon request, with the aim at improving the working atmosphere in their Section and resolving problems of a work-related or personal nature that adversely affect job performance and productivity.
- Performs critical incident stress supportive therapy (e.g. individual and/or group) whenever and wherever there is a need for it.
- Assures, in conjunction with the Medical Services, a continuum of services (referral, short-term supportive intervention) to individual staff members who have HIV/AIDS or to those staff members suffering from other diseases or illnesses.
- Establishes a link and liaises with the members of the staff in Medical Services Units in order to develop programmes designed to improve the quality of life of staff members within the duty station.
- Provides training and information sessions on crisis and stress management, problem-solving and conflict resolution as needed.
- Monitors environmental factors that could lead to stress, with particular focus on stress related to critical incidents, including emergency and crisis situations, with respect to staff members at the duty stations.
- Develops, organizes and implements a stress management programme for such staff members.
- Performs other duties as required.

## 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.
  - **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.
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## 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 (5) years of experience in stress counselling, clinical psychology, psychiatry, or related field, at a national level with cross border experience is required.
- International experience is desirable.
- Experience in crisis coordination and emergency response is desirable.

### Language:

English and French are the working languages of the Mechanism. For the post advertised, fluency in oral and written English is required. Working knowledge of French is desirable.

### Assessment Method:

Evaluation of qualified candidates may include an assessment exercise which may be followed by competency-based interview.

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### 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 to this position will be subject to budgetary approval.** 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.

The United Nations is committed to creating a diverse and inclusive environment of mutual respect. The United Nations recruits and employs staff regardless of gender identity, sexual orientation, race, religious, cultural and ethnic backgrounds or disabilities. Reasonable accommodation for applicants with disabilities may be provided to support participation in the recruitment process when requested and indicated in the application.

### 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.

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### 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

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, sexual abuse, or sexual harassment, 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. The term "sexual harassment" means any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment, and when the gravity of the conduct warrants the termination of the

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perpetrator's working relationship. Candidates who have committed crimes other than minor traffic offences may not be considered for employment.

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.

The paramount consideration in the appointment, transfer, or promotion of staff shall be the necessity of securing the highest standards of efficiency, competence, and integrity. By accepting an offer of appointment, United Nations staff members are subject to the authority of the Secretary-General and assignment by him or her to any activities or offices of the United Nations in accordance with staff regulation 1.2 (c). In this context, all internationally recruited staff members shall be required to move periodically to discharge new functions within or across duty stations under conditions established by the Secretary-General.

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>

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