The ILO is the Specialised Agency of the United Nations devoted to the promotion of social justice and human rights in the world of work. The primary goal of the ILO today is to promote opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity. It is the only tripartite United Nations agency, bringing together representatives of governments, employers and workers.

The ILO Office in Maputo is looking for professionals with a proven track record of high performance and who are eager to work within an internationally diverse, globally challenging, highly principled environment and ready to contribute to ILO making its vision a reality.

VACANCY ANNOUNCEMENT

Background

The ILO, with funding from the Swedish International Development Agency (SIDA), is supporting the Government of Mozambique (GoMZ) to implement the National Employment Policy (NEP) with the aim of creating more, sustainable and better jobs for all Mozambicans. The project on Decent Work for Sustainable and Inclusive Economic Transformation in Mozambique is anchored in the goals of the NEP and is designed to support and contribute to the NEP’s implementation. The project will support implementation of the NEP, by adopting a market systems approach towards the promotion of employment-intensive investment, green jobs and sustainable enterprise development, as well as women economic empowerment (among other areas).

The ILO CO Lusaka- Maputo Office seeks to recruit a National Project Coordinator to support the project implementation. The National Project Coordinator will be working in a project team consisting of international and national experts. The position is based in Maputo, Mozambique.

National Project Coordinator, NOB (Ref. ILO/ MOZ/NPC/7/2017/TC)

Main responsibilities and duties:

1. Logistically and technically coordinate and support the design and implementation of all of the project’s research activities, among others including Labour Market Information Systems assessments, value chain assessments, gender assessments, enabling environment for
sustainable enterprises (EESE) assessments, as well as the formulation of an employment projection model;
2. Support national stakeholders (especially the Labour Market Observatory) and partners in the establishment of a computer/web/mobile phone based LMIS that is accessible on an inclusive basis and provide job-seekers and employers with real-time information on the type of labour supplied and demanded in local, regional and national markets;
3. Coordinate and technically support the implementation of the project’s components on Women Economic Empowerment, and continuously further the mainstreaming of gender concerns across all project activities, including through implementing a gender audit to ensure compliance with the ILO gender mainstreaming strategy;
4. In collaboration with respective specialists, organise and implement capacity building training to national constituents on how to collect, collate and disseminate user-friendly and gender-sensitive labour market data, with a particular focus on expanding outreach to women and youth (incl. into tertiary towns and rural areas) to increase their access to decent work opportunities;
5. Coordinate and contribute to the design, development and implementation of Mozambique LMIS applications and modules (Data repository) that aim to identify, interpret, and report the key indicators of labour market to the public and management for decision making and planning;
6. Contribute to the development and implementation of a sensitization strategy in the target areas and value chains in order to work together with women, their spouses, spiritual/community leaders, and other community/family members in order to create greater acceptance for women to be productively and beneficially employed, also requiring domestic burdens to be shared more equally, incl. through training on household decision making and/or distribution of domestic responsibilities;
7. Collaborate with the Senior Labour Statistics Specialist in the implementation of the ILO standards in statistics including the 19th ICLS Resolution (International Conference of Labour Statisticians) in the country;

Qualification and Experience:

- First level degree in Economics, Econometrics, Quantitative research methods, Social Sciences, or any other relevant field
- At least 3 years of professional experience at the national level in the area research, data collection, statistical analysis, and gender mainstreaming. Desirable: substantial experience in engaging with labour market statistics, gender mainstreaming, and capacity building exercises in the context of project implementation in Mozambique.
- Excellent command of English (written and verbal) and Portuguese and any other local language widely spoken in Mozambique

Competencies:

Sound understanding of the ILO Decent Work Agenda, incl. core labour standards and principles on social dialogue and dispute resolution; Good knowledge of programming principles and budgeting; Substantial experience in the development, organisation, and implementation of trainings for civil society actors in general, and ILO constituents in particular; Project formulation, management and evaluation techniques and practices; Good knowledge of the role and operations of UN system activities for development.
How to apply

Submit application letters with CVs (DO NOT include certificates) with at least 3 traceable references to us by email: HR_LUSAKA@ilo.org addressed to the Director, ILO Country Office for Zambia, Malawi and Mozambique, Lusaka by **10 March 2017**. Only shortlisted candidates will be acknowledged.

Please note: to indicate the reference number on your application letter for which position you are applying for.

For the full detailed Job Description see under the advert on `Employment Opportunities’ www.ilo.org/lusaka

“ILO IS COMMITTED TO GENDER EQUALITY IN ITS MANDATE AND ITS STAFF. WELL QUALIFIED CANDIDATES, PARTICULARLY FEMALES AND PERSONS WITH DISABILITY ARE STRONGLY ENCOURAGED TO APPLY”.

**JOB DESCRIPTION**

<table>
<thead>
<tr>
<th>Organisational Unit/Department:</th>
<th>ILO Country Office for Zambia, Malawi and Mozambique</th>
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<tbody>
<tr>
<td>Technical Responsible Unit/Department:</td>
<td>Employment</td>
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<tr>
<td>Technical Cooperation Programme:</td>
<td>Decent Work for Sustainable and Inclusive Economic Transformation in Mozambique</td>
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<tr>
<td>Centralised or Decentralised Project:</td>
<td>Decentralised Project (MOZ/16/01/SWE)</td>
</tr>
<tr>
<td>Position (Title):</td>
<td>National Project Coordinator (research, statistics and gender)</td>
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<tr>
<td>Grade:</td>
<td>NO-B</td>
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<tr>
<td>Duty Station:</td>
<td>Maputo, Mozambique</td>
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<tr>
<td>Type of contract (SST, ST or FT):</td>
<td>Fixed Term</td>
</tr>
<tr>
<td>Source of funding (TC, PSI, RB or RBSA):</td>
<td>TC</td>
</tr>
<tr>
<td>Duration:</td>
<td>12 months (with the possibility of extension)</td>
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</table>

1. **Introduction: general information about the context in which the official will work:**

The ILO, with funding from the Swedish International Development Agency (Sida), is supporting the Government of Mozambique (GoMZ) to implement the National Employment Policy (NEP) with the aim of creating more, sustainable and better jobs for all Mozambicans. The project on Decent Work for Sustainable and Inclusive Economic Transformation in Mozambique is anchored in the goals of the NEP and is designed to support and contribute to the NEP’s implementation. The project will support implementation of the NEP, by adopting a market systems approach towards the promotion of employment-intensive investment, green jobs and sustainable enterprise development, as well as women economic empowerment (among other areas)
The project is based on a market systems development approach to address the employment challenge in Mozambique and it focuses on two immediate objectives:

- A strengthened national policy and institutional environment leads to increased promotion of decent employment and sustainable economic transformation and,
- Sectors are stimulated to create decent, sustainable and green employment opportunities for Mozambican women and men, in particular youth and those living in rural areas.

The International Labour Organization (ILO) seeks to recruit a National Project Coordinator (NPC) focussing on Research, Statistics and Gender to coordinate and support all activities of the project that bear relevance to research activities (incl. action-oriented assessments/analyses), statistics, and gender issues.

2. Reporting Lines

Under the overall responsibility and guidance of the Director of ILO Country Office for Zambia, Malawi and Mozambique and direct supervision of the Chief Technical Adviser (CTA) of the project, the NPC will contribute to the implementation of the project in the areas of research, statistics and gender. The NPC will work in coordination with project staff and national partners involved in the implementation of research activities, the strengthening of Labour Market Information Systems (LMIS), and the promotion and mainstreaming of gender issues throughout the project’s activities. S/he will also work closely with the Employment, Statistics, and Gender Specialists attached to the ILO Decent Work Support Team in Pretoria.

Main duties and responsibilities:

The NPC will be responsible for the implementation of research activities, the strengthening of Labour Market Information Systems (LMIS), and the promotion and mainstreaming of gender issues throughout the project’s activities in Mozambique. This will include designing, coordinating and implementing research activities, actively supporting the establishment of a national LMIS, as well as ensuring that gender concerns will be suitably addressed across the project. This will include establishing coordination mechanism, implementation, monitoring and evaluation of project activities, nurturing existing and developing new partnerships and networks, as well as providing first level of advisory services.

More specifically the NPC will carry out the following functions:

1. Logistically and technically coordinate and support the design and implementation of all of the project’s research activities, among others including Labour Market Information Systems assessments, value chain assessments, gender assessments, enabling environment for sustainable enterprises (EESE) assessments, as well as the formulation of an employment projection model;
2. Support national stakeholders (especially the Labour Market Observatory) and partners in the establishment of a computer/web/mobile phone based LMIS that is accessible on an inclusive basis and provide job-seekers and employers with real-time information on the type of labour supplied and demanded in local, regional and national markets;
3. Coordinate and technically support the implementation of the project’s components on Women Economic Empowerment, and continuously further the mainstreaming of gender concerns across all project activities, including through implementing a gender audit to ensure compliance with the ILO gender mainstreaming strategy;
4. In collaboration with respective specialists, organise and implement capacity building training to national constituents on how to collect, collate and disseminate user-friendly and gender-
sensitive labour market data, with a particular focus on expanding outreach to women and youth (incl. into tertiary towns and rural areas) to increase their access to decent work opportunities;
5. Coordinate and contribute to the design, development and implementation of Mozambique LMIS applications and modules (Data repository) that aim to identify, interpret, and report the key indicators of labour market to the public and management for decision making and planning;
6. Support national stakeholders in creating and implementing a private sector strategy to market the Employment Services and attract employers to use the service;
7. In collaboration with relevant specialists, coordinate and support the identification of demand-driven opportunities for women's employment in the target chains, and promote locally grown market-oriented solutions that serve to ease identified constraints for women to engage actively in the labour market or boost women’s ability to productively contribute within the sectors and value chains identified;
8. Contribute to the development and implementation of a sensitization strategy in the target areas and value chains in order to work together with women, their spouses, spiritual/community leaders, and other community/family members in order to create greater acceptance for women to be productively and beneficially employed, also requiring domestic burdens to be shared more equally, incl. through training on household decision making and/or distribution of domestic responsibilities;
9. In collaboration with women associations and/or cooperatives, reach out to women working or willing to work in the targeted value chains, in order to provide training and support on a context-specific, demand-driven basis.
10. Coordinate and support the promotion of social businesses and jobs (e.g. crèches, care givers) as well as mother care groups are facilitated in order to reduce domestic work burdens for members of female-headed households, reduce child labour, and enable women (particularly those living in female-headed households) to engage in productive and gainful employment.
11. Provide training to relevant stakeholders (as identified during inception phase) on various aspects of gender mainstreaming (see box for examples)
12. Liaise with and establish an active network of national and international researchers/consultants, and coordinate their work with regard to project-relevant research activities;
13. Assist in producing policy documents, working papers, media briefs and other research output in order to disseminate the project’s research results and created knowledge to the wider public and research community (in Mozambique and internationally);
14. In collaboration with the DWT Pretoria, coordinate the national Sustainable Development Goals Monitoring report especially the Goal 8;
15. Collaborate with the Senior Labour Statistics Specialist in the implementation of the ILO standards in statistics including the 19th ICLS Resolution (International Conference of Labour Statisticians) in the country;
16. Any other relevant duties as requested by the Country Director and/or CTA.

3. **Qualifications requirements: education, language, experience and competencies.**

**Education** – First level university degree in Economics, Econometrics, quantitative research methods, Social Sciences, or any other relevant field

**Experience** – Essential: At least three (3) years of professional experience at the national level in the areas of research, data collection, statistical analysis, and gender mainstreaming. Desirable: substantial experience in engaging with labour market statistics, gender mainstreaming, and capacity building exercises in the context of project implementation in Mozambique.

**Languages** – Excellent command of English. Good knowledge of Portuguese and any other local language widely spoken in Mozambique.

**Competencies** –
• Excellent analytical and research skills, especially with regard to labour market statistics;
• Highly developed sensitivity to diversity and gender issues;
• Sound understanding of the ILO Decent Work Agenda;
• Good knowledge of programming principles and budgeting;
• Substantial experience in the development, organisation, and implementation of capacity building trainings;
• Project formulation, management and evaluation techniques and practices;
• Ability to perform a variety of conceptual analyses required for the formulation, administration and evaluation of projects;
• Good organizational skills;
• Ability to communicate effectively both orally and in writing (incl. report writing);
• Ability to work on own initiative as well as a member of a team;
• Good interpersonal skills, including the ability to engage with tact and diplomacy;
• Good presentation and facilitation skills;