



ΕΠΙΣΗΜΗ ΕΦΗΜΕΡΙΔΑ

ΤΗΣ ΚΥΠΡΙΑΚΗΣ ΔΗΜΟΚΡΑΤΙΑΣ

ΚΥΡΙΟ ΜΕΡΟΣ

ΤΜΗΜΑ Α

Αριθμός 4852	Πέμπτη, 30 Απριλίου 2015	305
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Αριθμός 282

ΠΡΟΕΔΡΟΣ ΤΗΣ ΔΗΜΟΚΡΑΤΙΑΣ

Αναφορικά με τη γνωστοποίηση με αριθμό 262 που δημοσιεύτηκε στην Επίσημη Εφημερίδα της Δημοκρατίας της 23^{ης} Απριλίου 2015, ο Πρόεδρος της Δημοκρατίας κ. Νίκος Αναστασιάδης επέστρεψε στην Κύπρο και ανέλαβε τα καθήκοντα του λειτουργήματός του στις 25 Απριλίου 2015 και από την ημέρα αυτή ο κ. Σοφοκλής Φυττής έπαυσε να ασκεί το λειτουργήμα του Προέδρου της Δημοκρατίας.

Αριθμός 283

ΠΡΟΑΓΩΓΗ

Η κ. Μαρία Κασάπη-Δρουσιώτη, μόνιμος Ανώτερος Λειτουργός Φόρου Προστιθέμενης Αξίας, Τμήμα Φορολογίας, προάγεται στη μόνιμη θέση Πρώτου Λειτουργού Φόρου Προστιθέμενης Αξίας, Τμήμα Φορολογίας (προηγουμένως υπαγόμενη στα Τελωνεία-Υπηρεσία Φόρου Προστιθέμενης Αξίας), αναδρομικά από τις 15 Απριλίου 2009.

(Π.Φ. 24095)

Αριθμός 284

ΑΠΟΣΠΑΣΗ

Ο κ. Χριστάκης Π. Στυλιανού, μόνιμος Τεχνικός, Τμήμα Αναδασμού, αποσπάται στο Τμήμα Δημοσίων Έργων, για εκτέλεση ειδικών καθηκόντων, δυνάμει του άρθρου 47(1)(ε) των περί Δημόσιας Υπηρεσίας Νόμων του 1990 έως (Αρ. 2) του 2014, από τις 15 Απριλίου 2015 μέχρι τις 13 Απριλίου 2018.

(Π.Φ. 27099)

Αριθμός 285

ΑΝΑΝΕΩΣΗ ΑΠΟΣΠΑΣΕΩΝ

Η απόσπαση της κ. Δέσποινας Στυλιανού, μόνιμης Ανώτερης Νοσηλευτικού Λειτουργού, Γενικός Νοσηλευτικός Κλάδος, Υπουργείο Υγείας, στη Διοίκηση του Υπουργείου Υγείας, για εκτέλεση ειδικών καθηκόντων στη Μονάδα Παρακολούθησης Υγείας, δυνάμει του άρθρου 47(1)(ε) των περί Δημόσιας Υπηρεσίας Νόμων του 1990 έως (Αρ. 2) του 2014, ανανεώνεται από την 1η Απριλίου 2015 μέχρι τις 31 Μαρτίου 2016.

(Π.Φ. 26193)

Η απόσπαση της κ. Ανδρούλλας Γεωργαλλίδου, μόνιμου Νοσηλευτικού Λειτουργού, Γενικός Νοσηλευτικός Κλάδος, Υπουργείο Υγείας, στη Διοίκηση του Υπουργείου Υγείας για εκτέλεση ειδικών καθηκόντων στη Μονάδα Παρακολούθησης Υγείας, δυνάμει του άρθρου 47(1)(ε) των περί Δημόσιας Υπηρεσίας Νόμων του 1990 έως (Αρ. 2) του 2014, ανανεώνεται από την 1η Απριλίου 2015 μέχρι τις 31 Μαρτίου 2016.

(Π.Φ. 28237)

Η απόσπαση του κ. Λούκα Γεωργίου, μόνιμου Νοσηλευτικού Λειτουργού, Γενικός Νοσηλευτικός Κλάδος, Υπουργείο Υγείας, στο Υπουργείο Εξωτερικών, για εκτέλεση ειδικών καθηκόντων στη Μόνιμη Αντιπροσωπεία της Κυπριακής Δημοκρατίας στην Ευρωπαϊκή Ένωση (ΜΑΕΕ), στις Βρυξέλλες, δυνάμει του άρθρου 47(1)(στ) των περί Δημόσιας Υπηρεσίας Νόμων του 1990 έως (Αρ. 2) του 2014, ανανεώνεται από την 1η Απριλίου 2015 μέχρι τις 30 Ιουνίου 2015.

(Π.Φ. 30636)

Αριθμός 286

ΥΠΟΥΡΓΕΙΟ ΕΡΓΑΣΙΑΣ, ΠΡΟΝΟΙΑΣ ΚΑΙ ΚΟΙΝΩΝΙΚΩΝ ΑΣΦΑΛΙΣΕΩΝ
ΚΕΝΗ ΘΕΣΗ ΣΕ ΔΙΕΘΝΗ ΟΡΓΑΝΙΣΜΟ

Το Υπουργείο Εργασίας, Πρόνοιας και Κοινωνικών Ασφαλίσεων γνωστοποιεί ανακοίνωση Διεθνή Οργανισμού αναφορικά με την πλήρωση της πιο κάτω θέσης εργασίας:



Legal Officer P3

The World Food Programme (WFP) is the world's largest humanitarian agency, fighting hunger worldwide. We are currently seeking qualified individuals for the position of Legal Officer at P3 level, which will be based in the Contractual & Constitutional Law Branch (LEGC) at our Headquarters in Rome, Italy.

Under the general supervision of a senior Legal Officer, LEGC, the Legal Officer will be responsible for the following duties:

- Carry out research and provide advice on a variety of legal issues;
- Prepare legal opinions, reports, memoranda and correspondence;
- Review the legal aspects of various legal documents, including agreements, memoranda of understanding, commercial contracts and other such texts referred to the Legal Office for review, comment or clearance;
- Draft a variety of legal documents, including policies, agreements and contracts; study legal questions arising out of the interpretation or application of relevant rules, policies, conventions and agreements;
- Review, advise on and draft complex contracts, agreements, institutional and operational modalities, or legal motions/submissions and other legal documents; develop new legal modalities to meet unique needs/circumstances;
- Provide legal interpretations on a full range of issues regarding WFP's various internal Regulations, Rules and Policies, including the General Regulations, Financial Regulations, Rules of Procedure of the Executive Board and other basic texts;
- Identify potential liabilities and assist in the management of risks in the Programme's activities, particularly vis-à-vis third parties;
- Handle a wide range of multidisciplinary, complex, and often sensitive and/or conflicting legal matters involving issues relating to international, public, private and administrative law, to include interpretation and application of instruments in that area of concentration;
- Represent WFP in dispute resolution proceedings;
- Negotiate commercial and operational contracts; draft, negotiate, review and/or interpret basic agreements and cooperation agreements with governments;
- Perform other related duties, as required.

Qualifications & Experience Required

Education:

- Advanced university degree in Law;
- Qualifications to practice law or admitted to practice by a recognized national or state bar or law society.

Experience:

- At least 5 years of postgraduate, progressively responsible experience as a legal advisor/officer, with a law firm or private-sector institution in international transactions and/or in an international organization (preferably the UN or a UN system organization);

- Recent practicing experience is required;
- Experience as a litigator or in dispute resolution is an asset.

Technical Skills & Knowledge:

- Sound knowledge of legal issues relevant to public international law, international commercial and contract law.

Competencies:

- Ability to plan and organize work programme;
- Ability to write concisely;
- Strong analytical, problem solving, interpersonal, communications and presentational skills;
- Ability to work with minimum supervision under own initiative;
- Tact and persuasiveness;
- Ability to work harmoniously with people of different national and cultural backgrounds;
- Ability to conceptualize issues and analyse data;
- Willingness to travel as required.

Language:

- Written and oral proficiency (level C) in English and intermediate knowledge of another UN official language (Arabic, French, Spanish, Russian or Chinese) or Portuguese (one of WFP's working languages) is essential;
- Working knowledge of an additional UN official language or Portuguese (one of WFP's working languages) is an asset.

Non-Rotational Nature

Mobility is and continues to be a core contractual requirement in WFP. This position is however classified as "non-rotational" which means the incumbent shall not be subject to the regular reassignment process unless the position is reclassified as rotational.

Terms and Conditions

Selected candidate will be employed on a fixed-term contract with a probationary period of one year.

WFP offers an attractive compensation and benefits package, including basic salary, post adjustment, relocation entitlement, travel and shipment allowances, 30 days' annual leave, and home leave, an education grant for dependent children, pension plan and medical insurance. For more details please visit icsc.un.org

Application Procedures:

Go to: <http://i-recruitment.wfp.org/vacancies/15-0017717>

Step 1: Register and create your online CV.

Step 2: Click on "Description" to read the position requirements and "Apply" to submit your application.

NOTE: You must complete Step 1 and 2 in order for your application to be considered for this vacancy.

Deadline for applications: 4 May 2015

WFP has zero tolerance for discrimination and does not discriminate on the basis of HIV/AIDS status. Qualified female applicants and qualified applicants from developing countries are encouraged to apply.

No appointment under any kind of contract will be offered to members of the UN Advisory Committee on Administrative and Budgetary Questions (ACABQ), International Civil Service Commission (ICSC), FAO Finance Committee, WFP External Auditor, WFP Audit Committee, Joint Inspection Unit (JIU) and other similar bodies within the United Nations system with oversight responsibilities over WFP, both during their service and within three years of ceasing that service.

REF: 15-0017717

ΥΠΟΥΡΓΕΙΟ ΕΡΓΑΣΙΑΣ, ΠΡΟΝΟΙΑΣ ΚΑΙ ΚΟΙΝΩΝΙΚΩΝ ΑΣΦΑΛΙΣΕΩΝ
ΚΕΝΗ ΘΕΣΗ ΣΕ ΔΙΕΘΝΗ ΟΡΓΑΝΙΣΜΟ

Το Υπουργείο Εργασίας, Πρόνοιας και Κοινωνικών Ασφαλίσεων γνωστοποιεί ανακοίνωση Διεθνή Οργανισμού αναφορικά με την πλήρωση της πιο κάτω θέσης εργασίας:

**Inspections Officer P4**

We are seeking to fill the position of Inspections Officer at the P4 level, which will be based in the Office of Inspections and Investigations (OIGI) at our Headquarters in Rome, Italy.

The ultimate goal and mission of the Office of Inspections and Investigations (OIGI) is to conduct independent investigations into allegations of misconduct involving WFP staff, contractors and other applicable persons.

Under the supervision and direction of the OIGI Director or his delegate, the Inspections Officer will generally be responsible for the following duties:

- In line with the OIGI annual work plan and in agreement with operational management, carry out inspections of WFP operations, ensuring compliance with policies, procedures, standards, guidelines, and applicable rules and regulations;
- When required and in coordination with Inspection Teams of partner UN agencies, undertake joint inspection work on ad hoc matters in line with agreed terms of reference;
- Conduct follow-up work on heightened risks uncovered by previous audit work (OIGA, External Audit) or at management request, and devise appropriate mitigation strategies in close collaboration with the Directors OIGI and OIGA (Internal Audit);
- Detect and advise on prevention of waste, abuse, malfeasance, acts of misconduct and fraud, and make referrals to the OIGI intake committee as appropriate;
- Assist management in ensuring optimal use of available resources and compliance with UN/WFP regulations, rules and policies and with the decisions of the Executive Board;
- Facilitate accountability and ensure presence of effective monitoring systems;
- Work and coordinate closely with the other assurance teams (Internal Auditors, Investigators, External Auditors, Evaluation);
- Prepare reports and ad hoc briefs pertaining to inspections;
- Prepare recommendations for corrective action and improved controls, effectiveness, or efficiency of WFP operations based on the findings of inspections;
- Prioritize, plan and coordinate an inspection team's field work, including the assignment of work, evaluation of performance, managing human resources related matters, ensuring that the operation functions within the scope of standard operating procedures and applicable laws;
- Contribute to preparedness actions such as early warning, risk analysis and contingency planning and make the necessary recommendations. Periodically monitor the management of risks and report on any actions taken;
- Supervise other staff (including consultants) and provide guidance as required;
- Perform other related duties as required.

Qualifications & Experience Required**Education:**

- University degree, preferably at the advanced level, in Business Administration, Law, Finance, Accounting or other related fields;
- Advanced training/courses or an internationally recognized certificate in the discipline of Inspection, Investigation or Audit, is highly desirable.

Experience:

- At least eight years (3 of which international) of postgraduate progressively responsible professional experience related to inspections;
- A proven track record in planning, leading and executing inspections in managerial or supervisory positions;
- Previous experience in conducting inspections with a UN organization, private sector company or an international financing institution and working in developing countries, especially in emergency context is an asset.

Technical Skills & Knowledge:

- Full and in-depth knowledge of all aspects of inspections, especially in an international environment;
- Demonstrated knowledge of inspection with ability to identify key inspection issues and provide in-depth analysis with well formulated recommendations;
- Ability to lead the work of an inspection team and produce well written, comprehensive inspection reports;
- Good understanding of linkages between policy and operational practices;
- Thorough knowledge of accounting principles and practices, UN staff rules and procedures is highly desirable.

Competencies:

- Strong analytical skills with ability to conceptualize complex issues, analyze data, produce thorough inspection reports and policy recommendations;
- Strong interpersonal skills with ability to effectively interact and work with colleagues and clients, especially in a multinational environment;
- Ability to build sound partnerships with clients and inspection units in other UN agencies;
- Strong communication skills with ability to effectively communicate technical guidance to staff and management on a wide range of issues;
- Strong organizational skills with ability to coordinate inspections;
- Managerial ability to lead the work of team members and evaluate their performance.

Language:

- Proficiency in oral and written English with an intermediate knowledge of another official UN language (Arabic, French, Spanish, Russian or Chinese) or Portuguese (one of WFP's working languages).

Non-Rotational Nature

Mobility is and continues to be a core contractual requirement in WFP. This position is however classified as "non-rotational" which means the incumbent shall not be subject to the regular reassignment process unless the position is reclassified as rotational.

Terms and Conditions

Selected candidate will be employed on a fixed-term contract with a probationary period of one year.

WFP offers an attractive compensation and benefits package, including basic salary, post adjustment, relocation entitlement, travel and shipment allowances, 30 days' annual leave, home leave, an education grant for dependent children, pension plan and medical insurance. For more details please visit icsc.un.org

Deadline for applications: 6 May 2015

WFP has zero tolerance for discrimination and does not discriminate on the basis of HIV/AIDS status. Qualified female applicants and qualified applicants from developing countries are encouraged to apply.

No appointment under any kind of contract will be offered to members of the UN Advisory Committee on Administrative and Budgetary Questions (ACABQ), International Civil Service Commission (ICSC), FAO Finance Committee, WFP External Auditor, WFP Audit Committee, Joint Inspection Unit (JIU) and other similar bodies within the United Nations system with oversight responsibilities over WFP, both during their service and within three years of ceasing that service.

REF: 15-0017724

Fighting Hunger Worldwide

www.wfp.org

ΥΠΟΥΡΓΕΙΟ ΕΡΓΑΣΙΑΣ, ΠΡΟΝΟΙΑΣ ΚΑΙ ΚΟΙΝΩΝΙΚΩΝ ΑΣΦΑΛΙΣΕΩΝ
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Investigations Officer P2

We are seeking to fill the position of Investigations Officer at the P2 level, which will be based in the Office of Inspections and Investigations at our Headquarters in Rome, Italy. The position requires frequent travel outside of Italy in our field operations at country level.

The ultimate goal and mission of the Office of Inspections and Investigations (OIGI) is to conduct independent investigations into allegations of misconduct involving WFP staff, contractors and other applicable persons.

Under the supervision and direction of the OIGI Director or his delegate, the Investigations Officer will generally be responsible for the following duties:

- Carry out office and field based investigations into allegations of violations of policies, procedures, standards, guidelines, and applicable rules and regulations;
- Review and assess complaints and allegations, formulate investigation plans, review and analyse all information to determine its relevance and reliability, conduct interviews of staff and other involved parties, obtain and analyse potential documentary and electronic evidence, conduct investigative research, and determine the appropriate presentation of investigative results;
- Offer guidance and advice to staff on matters pertaining to the investigation of wrongdoing and direct staff appointed by field offices to conduct investigations into allegations of such acts;
- Work and coordinate closely with the other control and monitoring functions as appropriate;
- Prepare, plan, record interviews, reports and ad hoc briefs pertaining to investigations;
- Prepare recommendations for corrective action and improved controls, effectiveness, or efficiency of WFP operations based on the findings of investigations;
- Assess the potential for fraud and corruption in operational activities and make recommendations;
- Ensure that appropriate actions and initiatives are adopted to promote and enhance the integrity of WFP's operations;
- Regularly appraise progress of investigations and assess probable impact of investigation outcome relative to strategies and advise colleagues;
- Participate in the development or develop the office's policy and procedural framework and best practices and other lessons learned from investigative work;
- Coordinate with local officials, governments, and outside organizations and obtain internal support (transport, interpreters, etc.) to resolve problems and to facilitate work of the team;
- Contribute to preparedness actions such as early warning, risk analysis and contingency planning and make the necessary recommendations. Periodically monitor the management of risks and report on any actions taken;
- Perform other related duties as required.

Qualifications & Experience Required

Education:

- University degree in Law, Accounting, Audit or other relevant fields.

Experience:

- At least three years of postgraduate progressively responsible professional experience related to investigations, with a proven track record in planning, leading and executing investigations;
- Previous experience in conducting investigations with a UN organization or international financing institution and working in developing countries is an asset.

Technical Knowledge and Skills:

- Full and in-depth knowledge of all aspects of investigations especially in an international environment;
- Demonstrated knowledge of investigations and ability to identify key investigation issues and provide in-depth analysis with well formulated recommendations;
- Good understanding of linkages between policy and operational practices;
- Thorough knowledge of accounting principles and practices and of UN staff rules and procedures is an asset.

Competencies:

- Mature judgment, strong technical, analytical, interpersonal and communications skills; Resourcefulness, initiative, maturity with ability to work independently;
- Excellent planning and organizational skills;
- Proven ability to develop and maintain effective working relations with officials at all levels and of all backgrounds.

Language:

- Fluency in oral and written English with an intermediate knowledge of another official UN language (Arabic, French, Spanish, Russian and Chinese) or Portuguese (one of WFP's working languages).

Non-Rotational Nature

Mobility is and continues to be a core contractual requirement in WFP. This position is however classified as "non-rotational" which means the incumbent shall not be subject to the regular reassignment process unless the position is reclassified as rotational.

Terms and Conditions

Selected candidate will be employed on a fixed-term contract with a probationary period of one year. He/she will be required to travel frequently to our field operations, which are located in over 70 countries in the world, mainly in developing countries. Travel requirements are often on ad hoc basis and are of irregular frequency. On average, each trip lasts two to three weeks.

WFP offers an attractive compensation and benefits package, including basic salary, post adjustment, relocation entitlement, travel and shipment allowances, 30 days' annual leave, home leave, an education grant for dependent children, pension plan and medical insurance. For more details please visit icsc.un.org

Deadline for applications: 6 May 2015

WFP has zero tolerance for discrimination and does not discriminate on the basis of HIV/AIDS status. Qualified female applicants and qualified applicants from developing countries are encouraged to apply.

No appointment under any kind of contract will be offered to members of the UN Advisory Committee on Administrative and Budgetary Questions (ACABQ), International Civil Service Commission (ICSC), FAO Finance Committee, WFP External Auditor, WFP Audit Committee, Joint Inspection Unit (JIU) and other similar bodies within the United Nations system with oversight responsibilities over WFP, both during their service and within three years of ceasing that service.

REF: 15-0017727

ΥΠΟΥΡΓΕΙΟ ΕΡΓΑΣΙΑΣ, ΠΡΟΝΟΙΑΣ ΚΑΙ ΚΟΙΝΩΝΙΚΩΝ ΑΣΦΑΛΙΣΕΩΝ
ΚΕΝΗ ΘΕΣΗ ΣΕ ΔΙΕΘΝΗ ΟΡΓΑΝΙΣΜΟ

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**Director, Office of Communications D2**

The United Nations World Food Programme (WFP) is the world's largest humanitarian agency, fighting hunger worldwide. We are seeking to fill the position of Director, Office of Communications at the D2 level, based at our Headquarters in Rome, Italy.

ARE YOU UP TO THE CHALLENGE?

Selected candidates may be asked to serve in a difficult duty station upon appointment.

Please visit our careers page to get more information about being an International Professional in WFP:

<http://www.wfp.org/careers/international-professionals>

Reporting to the Assistant Executive Director, Partnership, Governance and Advocacy Department, the Communications Director's key responsibilities will include:

- Drive, plan and implement global communication strategies and policies to support WFP's mandate and strategic objectives;
- Develop clarity and focus on WFP's messaging, image and branding to strategically position the organization amongst key stakeholders and the general public;
- Leverage proactive communication to manage issues impacting on WFP's reputation and crisis situations;
- Provide expert advice and support to senior executives for all internal and external communication opportunities and issues;
- Build broad internal communications strategies that are aligned with corporate priorities to ensure effective messaging are delivered to employees and create engagement;
- Develop tools, capacity building activities and resources to equip WFP employees to tell WFP stories and advocate for its mission;
- Craft and disseminate key corporate messages and press materials on behalf of the Executive Director;
- Provide functional leadership to WFP's communication officers across the organization;
- Manage the performance of the Division and its human, financial and other resources.

Qualifications & Experience Required**Education:**

- University degree in communications, journalism, international relations or other relevant fields.

Experience:

- Proven track record (at least 15 years) of communications leadership deploying a broad range of applied communication strategies and translating messages across a variety of mediums;
- Experience in global development and working across multiple markets;
- Experience in using strategic communications to achieve the highest possible impact related to significant international events and milestones;

- Experience in public outreach, especially through social media channels;
- Experience in managing content production and storytelling for broadcast and digital media, including for placement on external media platforms;
- Experience in positioning senior management figures in global media and on public stages;
- Established and active network of international journalists.

Technical Skills & Knowledge:

- In-depth knowledge of cutting edge communications and media approaches and tools;
- Ability to strengthen WFP's position amongst stakeholders and general public to increase brand awareness;
- A strong public speaker and writer, able to articulate big problems while generating empathy and support among target audiences;
- Knowledge of all the tactics of media relations.

Competencies:

- Excellent strategic thinking, negotiation and communication skills;
- Ability to provide leadership to a large and diverse communication function. Constructive, open and able to develop and empower staff to communicate strategically and effectively;
- Creative and enthusiastic about WFP's mandate and mission;
- Demonstrated political awareness and sound judgement in resolving issues/problems and managing WFP's reputation;
- Strong networking and strategic partnership building skills;
- Outstanding interpersonal skills to effectively work with colleagues across the organization at different levels in a multicultural environment;
- Effective use of resources and budgets.

Language:

- Excellent English. Knowledge of another WFP working language (Arabic, French, Spanish, Russian, Chinese and Portuguese) is an asset.

Terms and Conditions

Selected candidate will be employed on a fixed-term contract with a probationary period of one year. He/she will be required to travel abroad sometime to remote and difficult locations.

WFP offers an attractive compensation and benefits package, including basic salary, post adjustment, relocation entitlement, travel and shipment allowances, 30 days' annual leave, home leave, an education grant for dependent children, pension plan and medical insurance. For more details please visit icsc.un.org

Application Procedures:

Go to: <http://i-recruitment.wfp.org/vacancies/15-0017674>

Step 1: Register and create your online CV.

Step 2: Click on "Description" to read the position requirements and "Apply" to submit your application.

NOTE: You must complete Step 1 and 2 in order for your application to be considered for this vacancy.

Deadline for applications: 8 May 2015

WFP has zero tolerance for discrimination and does not discriminate on the basis of HIV/AIDS status. Qualified female applicants and qualified applicants from developing countries are encouraged to apply.

No appointment under any kind of contract will be offered to members of the UN Advisory Committee on Administrative and Budgetary Questions (ACABQ), International Civil Service Commission (ICSC), FAO Finance Committee, WFP External Auditor, WFP Audit Committee, Joint Inspection Unit (JIU) and other similar bodies within the United Nations system with oversight responsibilities over WFP, both during their service and within three years of ceasing that service.

REF: 15-0017674

Το Υπουργείο Εργασίας, Πρόνοιας και Κοινωνικών Ασφαλίσεων γνωστοποιεί ανακοίνωση Διεθνή Οργανισμού αναφορικά με την πλήρωση της πιο κάτω θέσης εργασίας:



Deputy Director, Human Resources Division D1 Rome, Italy

About UN World Food Programme

The United Nations World Food Programme is the world's largest humanitarian agency fighting hunger worldwide. The mission of WFP is to help the world **achieve Zero Hunger** in our lifetimes. Every day, WFP works worldwide to ensure that no child goes to bed hungry and that the poorest and most vulnerable, particularly women and children, can access the nutritious food they need.

In emergencies, WFP gets food to where it is needed, saving the lives of victims of war, civil conflict and natural disasters. After an emergency, WFP uses food to help communities rebuild their shattered lives. On average, WFP reaches more than **80 million people** with food assistance in **75 countries each year**. The organization has the global footprint, deep field presence and local knowledge and relationships necessary to provide access to nutritious food and contribute to the lasting solutions, especially in many of the world's most remote and fragile areas.

WFP's People Vision

WFP's greatest strength is its **14,000** dedicated people working tirelessly around the world to reduce hunger, often under difficult conditions where security threats and risks to personal safety are considerable. The global context in which WFP operates is rapidly changing which means the need for effective people management is becoming more important than ever before. In this context, WFP launched its **People Strategy** in November 2014. It articulates key strategic focus to build an engaged workforce, with the right skills, in the right roles enabling WFP to continue fulfilling its humanitarian response role while simultaneously building its capabilities to address the long-term goals of Zero Hunger.

To support the People Strategy delivery, WFP is committed to transforming its Human Resources function into a strategic business partner. Strategic HR business partners will be the "account managers" for delivering HR services in all units of WFP. Services will be adapted to serve each unit in line with the People Strategy, HR programs and best practices. The HR business partners will engage closely with WFP leaders to drive the implementation of the People Strategy, encompassing a comprehensive workforce and talent management strategy in support of business objectives and the delivery of the best outcomes for the people WFP serves.

[Click here to hear from our Executive Director about WFP's People Strategy.](#)

[Click here to hear from our Director HR, Ms. Prerana Issar about HR transformation and her experience at the World Food Programme.](#)

About the role

In this international context, we are recruiting a high caliber candidate to fill the role of **Deputy Director, Human Resources Division** based at our Headquarters in Rome, Italy to lead the People Strategy implementation and HR service delivery in the areas of Talent Acquisition and Deployment, Career Management, Talent Development, Performance Management, and Policy.

As part of the Global HR leadership team, this role is accountable for driving the implementation of the people agenda, and is the catalyst to lead cultural change and innovation.

Key responsibilities

Reporting directly to the Director, HR Division, the selected candidate will assume the following key responsibilities:

- Drive the WFP People Strategy implementation in a very dynamic, fast moving, operating environment for the delivery of the WFP's strategic objectives;
- Lead the HR Centre of Expertise for Talent and Performance;
- Strengthen a high performance culture by reinforcing successful performance results and line managers' accountability to create an environment that fosters the best outcomes for our beneficiaries;
- Support the formulation of human resources strategies which address business needs in the areas of talent acquisition and deployment, performance management, leadership and capacity development, as well as career management and succession planning;
- Lead the delivery of leadership development programs aimed at identifying and developing high potential people and diversifying talent pools;
- Design and deliver an organization wide capability development strategy, including funding and governance frameworks, to ensure that WFP has the required skills and knowledge to achieve its strategic objectives;
- Strategic Workforce Planning to meet future capability requirements;
- Ensure world class delivery of HR services to internal clients based across 75 countries.
- Direct the human resources policy formulation and interagency coordination (UN Secretariat, ICSC, UNDP, FAO, etc.);
- Provide executive coaching to senior leaders and leadership teams.

Qualifications & Experience Required

Experience:

- 15+ years of postgraduate progressively responsible experience in a Senior Executive role, with the most recent 5 years at global level supporting and influencing senior executive leadership;
- Broad technical expertise in HR strategic planning, talent acquisition and career management, employer branding, organizational development and change management, performance management, and capacity development;
- Experience leading a global team of HR Business Partners and navigating in a large, complex and matrix corporate environment;
- Experience designing and implementing HR strategies and improving business processes globally.

Functional Skills & Competencies:

- Business savvy with ability to work and deliver results within a highly complex organizational environment (i.e. with diverse team, matrix structure, highly evolving operational context and staff working hardship locations);
- Ability to translate WFP's People Strategy into actionable plans that are relevant to WFP's strategic agenda and operational context;
- Strong change management and project management skills;
- Strategic thinker with strong partnerships, negotiation and analytical skills to influence senior management level;
- Exceptional communication skills and understanding of working with different cultures, government officials and other external partners.

Education:

- Advanced University degree in Human Resources Management. A first university degree in Human Resources Management, combined with a professional certification in the area of Human Resources Management would be acceptable.

Language:

- Working knowledge (proficiency/level C) of English;
- Working knowledge of the following UN official languages (Arabic, French, Spanish, Russian, Chinese or Portuguese) is a key asset.

Special Notice: Mobility is and continues to be a core contractual requirement in WFP. This position is however currently classified as "non-rotational" which means the incumbent shall not be subject to the regular reassignment process unless the position is re-designated as rotational or the incumbent applies and is reassigned to a rotational position.

Terms and Conditions

Selected candidate will be employed on a two-year fixed-term contract with a probationary period of one year. He/She will be required to travel abroad including to remote and difficult locations.

Competitive remuneration

WFP offers an attractive compensation and benefits package, including basic salary, post adjustment, relocation entitlement, travel and shipment allowances, 30 days' annual leave, home leave, an education grant for dependent children, pension plan and medical insurance. For more details please visit icsc.un.org .

Application procedures:

Go to: <http://i-recruitment.wfp.org/vacancies/15-0017726>

Step 1: Create your online CV.

Step 2: Click on "Description" to read the position requirements and "Apply" to submit your application.

NOTE: You must complete Step 1 and 2 in order for your application to be considered for this vacancy.

Deadline for applications: 13 May 2015

Qualified female applicants and qualified applicants from developing countries are especially encouraged to apply

WFP has zero tolerance for discrimination and does not discriminate on the basis of HIV/AIDS status.

No appointment under any kind of contract will be offered to members of the UN Advisory Committee on Administrative and Budgetary Questions (ACABQ), International Civil Service Commission (ICSC), FAO Finance Committee, WFP External Auditor, WFP Audit Committee, Joint Inspection Unit (JIU) and other similar bodies within the United Nations system with oversight responsibilities over WFP, both during their service and within three years of ceasing that service.

REF: 15-0017726

Fighting Hunger Worldwide
www.wfp.org

Αριθμός 291

ΥΠΟΥΡΓΕΙΟ ΕΡΓΑΣΙΑΣ, ΠΡΟΝΟΙΑΣ ΚΑΙ ΚΟΙΝΩΝΙΚΩΝ ΑΣΦΑΛΙΣΕΩΝ
ΚΕΝΗ ΘΕΣΗ ΣΕ ΔΙΕΘΝΗ ΟΡΓΑΝΙΣΜΟ

Το Υπουργείο Εργασίας, Πρόνοιας και Κοινωνικών Ασφαλίσεων γνωστοποιεί ανακοίνωση Διεθνή Οργανισμού αναφορικά με την πλήρωση της πιο κάτω θέσης εργασίας:

Director, Partnership and Resource Mobilization (PRM) (1 position), International Fund for Agricultural Development

Vacancy announcement number: 1360

Date of issue: 04/09/2015

Deadline for applications: 05/17/2015

Organizational unit: Off. for Partn. & Res. Mobil

Level: D-1

Duty Station: ROME

Duration of assignment: **3-year fixed term**

I. Organizational context

The International Fund for Agricultural Development (IFAD) is an international financial institution and a specialized United Nations agency dedicated to eradicating rural poverty and hunger. It does so by investing in rural people. IFAD finances programmes and projects that increase agricultural productivity and raise rural incomes, and advocates at the local, national and international level for policies that contribute to rural transformation. IFAD's headquarters is in Rome, Italy, but has offices in 40 countries and finances programs and projects in more than 90 countries.

The Partnership and Resource Mobilization Office (PRM) is responsible for coordinating mobilization of regular resources through the tri-annual Replenishment process, mobilizing and managing of supplementary funds, and facilitating the establishment of Trust Funds, co-financing of programs and projects towards achieving IFAD's mandate. Following IFAD's phased reconfiguration; PRM is to ensure that IFAD promote the right partnership and has adequate resources to deliver on its Strategic Framework and Business Model, which call for an expansion of financing and co-financing of IFAD's programme of loans and grants, to meet the increasing demand by its beneficiary member states

II. Post's Organizational Accountability

Directors are responsible for managing a Fund division or office and serve on IFAD's senior management team. The main focus of Director positions is strategic leadership, innovation and management. The accountabilities/key results include:

- Vision & Strategy
- Policy Development & Advice
- Programme Management
- Management of Resources
- Representation

Under the overall guidance and supervision of the President, the Director will lead, manage and motivate a team of managers and senior specialists who are also supervisors, specialists and assistants. Most typically as a member of a departmental management team, they are responsible for managing and supervising the delivery of a division's programme of work within an allocated budget.

In particular, the purpose of the position is represent IFAD in corporate outreach and engagement on behalf of the President and lead and set strategic directions to improve IFAD's corporate outreach and engagement, private sector relations, technical support for partnership and resource mobilization, and funds oversight and management. The incumbent will:

- Represent IFAD at a senior level in corporate outreach, partnership development and global and regional policy processes and events.
- Lead institutional processes to ensure increased, consistent and strategic visibility for IFAD leading to greater influence, expanded partnerships and increased resources for smallholders.
- Establish policies and procedures to ensure due diligence and efficiency in resource mobilization, including the oversight and administration of supplementary and trust funds.
- Troubleshoot and facilitate problem-solving processes that ensure greater institutional agility and innovation to support new and expanded partnerships and resource mobilization mechanism and approaches.

III. Key results expected / Major functional activities

1. **VISION & STRATEGY:** Directors develop and promote a strategic vision for translating IFAD's corporate and departmental mandates, strategies, goals and objectives into a divisional programme of work and for ensuring evolving divisional programme activities are integrated in the evolution of departmental goals and objectives. They participate in the design of IFAD's and departmental strategic approaches and ensure that corporate strategies are fully integrated in the design of assigned activities. Directors set and communicate clear strategic

and operational objectives and are held accountable for the division being seen as a credible and trusted partner in managing for results and as an innovator in its field.

2. **POLICY DEVELOPMENT & ADVICE:** Directors provide leadership in the development and interpretation of major policies, regulations and rules, and systems that govern the work of a division and ensure they support divisional goals and objectives within the overall Fund mandates and strategies. Directors also serve as a trusted business/programme advisors with a significant role in authoritative policy advice within the Fund at the senior management level as well as in policy dialogue in their representational activities.
3. **PROGRAMME MANAGEMENT:** Directors provide leadership in (a) all phases of the division's medium-term planning and management, including operational requirements such as (i) establishing annual work plans, (ii) ensuring regular programme assessment and (iii) identifying opportunities for innovation and implementation of best practices generated within the Fund as well as in peer organizations, both private and public; (b) reviewing and innovating core processes of the division in order to achieve better efficiency and effectiveness, as well as financial sustainability, of operations; (c) enhancing synergy among divisional staff and holding staff accountable for results and (d) ensuring the preparation of all divisional publications, reports and governing bodies documents.
4. **MANAGEMENT OF RESOURCES:** Directors are accountable for integrity, transparency, and equity in the management of IFAD resources (human, financial and material). This includes:
 - a) People Management through workforce planning, recruitment, performance management, learning and career management of P and GS staff:
 - Identifies best qualified candidates for vacancies, with appropriate regard for gender balance and geographic distribution;
 - Motivates, coaches and supports staff of the division, wherever they are located, to create cohesive teams that work effectively to achieve common divisional goals and objectives;
 - Manages staff performance and development through regular performance feedback, mentoring and career planning.
 - b) Divisional Budget Management by leading divisional strategic and data inputs into the departmental budget preparation exercises and by ensuring accountability and fiduciary integrity in the Division's budget execution;
 - c) Material Resources Management through accountability for the material resources assigned to the Division.
 - d) Knowledge and Content Management to achieve innovative outcomes and cost effective processes as well as to promote the generation, validation and dissemination of knowledge by ensuring (a) knowledge content is continuously updated and available, (b) best practices are continuously identified, documented and distributed and (c) appropriate and up-to-date information and tools are available as appropriate.

IV. Impact of Key results / key performance indicators

Within IFAD's overall Strategic Framework and Medium Term Plan, Directors establish IFAD's priorities for and provide leadership to division level programme and operational management activities and are accountable for a results-based approach to meeting assigned goals and objectives. Leadership activities include the optimum utilization of human, financial, technology and material resources for the achievement of greater efficiency and effectiveness. The incumbents' impact extends beyond the successful achievement of divisional goals and objectives to include larger departmental goals and objectives in strategic planning collaboration. The expected results directly and/or indirectly benefit the ultimate stakeholders, the rural poor in developing countries.

The key performance indicators for Directors include leadership in viable strategic planning, authoritative and relevant policy development and advice, sustainable programme decisions and integrity and accountability in the planning and management of the Fund's human, financial and material resources assigned to the division.

V. Representation / Work Relationships

Within IFAD, Directors provide authoritative advice to senior management on the division's or office's vision, strategic planning, policy, and divisional programme and operational management. They are accountable for collaboration and coordination within the Fund to ensure appropriate consultation, cross-functional synergy and coordination of programme planning and activities.

Externally Directors develop strategic partnerships and collaborative relationships with counterparts spanning a broad range of institutions including borrowers, bilateral and multilateral development agencies, UN agencies, funds and programmes, IFIs, non-governmental organizations and academic institutions for the purpose of programme co-operation, knowledge sharing, policy dialogue and/or resource mobilization. They are also accountable for the provision of authoritative advice during Executive Board sessions, the annual Governing Council and related subordinate bodies including the audit and evaluation committees.

Directors represent the Fund in official United Nations committees and networks, and in international financial institution, multilateral and bilateral meetings, symposia, fora and conferences upon request of the President, and build organizational networks with peers in major private, public and international financial institutions.

VI. Competencies

- **Strategic thinking and organizational development:** Strategic leadership
- **Demonstrating Leadership:** Leads by example; initiates and supports change
- **Learning, sharing knowledge and innovating:** Challenges, innovates and contributes to a learning culture
- **Focusing on clients:** Contributes to a client-focused culture
- **Problem solving and decision making:** Solves complex problems and makes decisions that have wider corporate impact
- **Managing time, resources and information:** Coordinates wider use of time, information and/or resources
- **Team Work:** Fosters a cohesive team environment
- **Communicating and negotiating:** Acquires and uses a wide range of communication styles and skills
- **Building relationships and partnerships:** Builds and maintains strategic partnerships internally and externally
- **Managing performance and developing staff:** Manages wider teams with greater impact on others and on the organization

Technical / Functional competencies

- Recognized management skills in a multicultural setting, combined with ability to achieve results through motivating people and influencing partners.
- Results-oriented decision-making ability with an aptitude to address operational challenges and for developing practical solutions.
- Innovator with risk management ability and a proven track record as a successful agent of change.
- Rigorous analytical and conceptual thinking.
- High sense of integrity, trust and confidence.
- Champion of IFAD's values: respect for the individual, integrity, professionalism and focus on results.
- Excellent written and verbal communication skills in English, including the ability to set out a coherent analysis in presentations.
- Strong diplomatic and communication skills and the ability to develop effective working relationships with clients and counterparts at the appropriate levels,
- Ability to represent IFAD in international fora.

VII. Minimum Recruitment Qualifications

- **Education:** Advanced university degree (or Masters' equivalent) from an accredited institution in political sciences, business administration, law, international relations, international development or in any other technically relevant area.
- **Experience:** At least twelve (12) years of progressively responsible professional experience in technically related area in a multi-cultural organization or national organization providing support on a global scope and progressively responsible supervisory / team leader experience is required. Proven experience in both partnership and resource mobilization is required.
- **Language requirements:** Excellent written and verbal communication skills in English. Working knowledge of another official language (Arabic, French, or Spanish) is desirable.

VIII. Other information

Applicants should note that IFAD staff members are international civil servants subject to the authority of the President of IFAD, and they may be assigned by him/her to any of the activities of IFAD, including field assignments and/or rotation within IFAD.

IFAD reserves the right to appoint a candidate at the appropriate grade commensurate with experience and knowledge.

Interested candidates are requested to apply by completing **IFAD's Personal History Form (PHF)** in English. A separate CV may be attached if desired, only as a supplement and NOT a substitute to the PHF. The application should be made through the online system only. **PLEASE READ CAREFULLY the instructions in 'How to Apply' before you start.**

In the interest of making most cost effective use of funds and resources, we are only able to respond to applicants who are short-listed for interview. Candidates who do not receive any feedback within three months should consider their application unsuccessful.

Candidates may be required to take a written test and to deliver a presentation as well as participate in interviews.

IFAD is committed to achieving diversity and is seeking a balanced workforce from IFAD's Member States. Women, in particular, are encouraged to apply.

Αριθμός 292**ΤΕΧΝΟΛΟΓΙΚΟ ΠΑΝΕΠΙΣΤΗΜΙΟ ΚΥΠΡΟΥ
ΑΚΥΡΩΣΗ ΠΡΟΚΗΡΥΞΗΣ ΑΚΑΔΗΜΑΪΚΗΣ ΘΕΣΗΣ**

Η Σύγκλητος του Τεχνολογικού Πανεπιστημίου Κύπρου κατά την 45^η συνεδρία της, ημερομηνίας 9 Μαρτίου 2015, έλαβε τις εξής αποφάσεις:

1. (α) Να ανακαλέσει την απόφαση της Διοικούσας Επιτροπής, η οποία λήφθηκε κατά την 68^η συνεδρία της με ημερομηνία 27 Ιουλίου 2011, για προκήρυξη μιας (1) θέσης Διδακτικού Ερευνητικού Προσωπικού (ΔΕΠ) στη βαθμίδα Λέκτορα ή Επίκουρου Καθηγητή στην ειδικότητα «Ψυχολογία της Υγείας» στο Τμήμα Νοσηλευτικής.
- (β) Να ακυρώσει την προκήρυξη που δημοσιεύτηκε στην Επίσημη Εφημερίδα της Κυπριακής Δημοκρατίας στις 2 Δεκεμβρίου 2011, με αριθμό 4575 και αριθμό προκήρυξης 1104, για μια (1) θέση Διδακτικού Ερευνητικού Προσωπικού (ΔΕΠ) στη βαθμίδα του Λέκτορα ή Επίκουρου Καθηγητή στην ειδικότητα «Ψυχολογία της Υγείας» στο Τμήμα Νοσηλευτικής.

Αριθμός 293**ΙΔΡΥΜΑ ΚΡΑΤΙΚΩΝ ΥΠΟΤΡΟΦΙΩΝ ΚΥΠΡΟΥ
ΑΝΑΚΟΙΝΩΣΗ**

Η Κυβέρνηση της Ιαπωνίας προκηρύσσει τη χορήγηση υποτροφιών σε Κύπριους πολίτες σε προγράμματα προπτυχιακών σπουδών και έρευνας στην Ιαπωνία κατά το 2015. Για περισσότερες πληροφορίες οι ενδιαφερόμενοι μπορούν να επισκέπτονται την ιστοσελίδα <http://www.gr.emb-japan.go.jp>. Τελευταία προθεσμία για την υποβολή αιτήσεων: 31 Μαΐου 2015.

Πληροφορίες και αιτήσεις για το πρόγραμμα αυτό παρέχονται από το Μορφωτικό Τμήμα της Ιαπωνικής Πρεσβείας στην Ελλάδα: (Εθν. Αντιστάσεως 46, Χαλάνδρι, 152 31 Αθήνα – Τηλ. +30 210 670 9902, E-mail: cultural@at.mofa.go.jp)