



Secondment as

Senior Triple NEXUS Advisor

The UN Resident Coordinator's Office in Kinshasa, DRC

The Democratic Republic of the Congo (DRC) is a country of contrasts and opportunities, with impressive human and natural resources, and a high potential for socio-economic development. However, after more than two decades of one of the most complex humanitarian crises in the world, the DRC remains ranked 179th out of 191 on the human development index. The Congolese population is faced with high levels of chronic vulnerabilities and critical humanitarian needs, mainly stemming from recurring conflicts of various types.

In a context of protracted crisis like the DRC, the humanitarian, development, and peace (HDP) nexus approach - also known as the Triple Nexus - aims at increasing collaboration, complementarity, and coherence among humanitarian, development, and peace actors to reduce humanitarian needs, vulnerabilities, and long-term risks, while addressing the underlying factors and causes of the crises. This approach is in line with the commitments of the World Humanitarian Summit to transcend the humanitarian-development-divide, and shift from delivering humanitarian assistance to ending need. It also aligns with the need to make progress on the Sustainable Development Goals.

Since this approach was first considered in the country in 2018 under the joint leadership of the DSRSG/RC/HC and the Government of the DRC, some key milestones have been achieved to advance the Nexus. In 2019, an analysis of risks and vulnerabilities was conducted by the OECD, and four collective outcomes were agreed upon during a national workshop with wide participation from government, UN agencies, donors, and national and international NGOs. These four collective outcomes aim at (i) tackling food insecurity and malnutrition, (ii) improving access to basic social services (iii) reducing population displacement, and (iv) combating gender-based violence. They are now reflected in most planning and strategic documents across the three pillars of the Nexus.

At that time, the provinces of Kasai, Kasai-Central and Tanganyika were chosen as pilot provinces to start the Nexus implementation process, due to significant improvements in the security situation and the withdrawal of the peacekeeping mission's (MONUSCO). Operationalization workshops were held locally to bring HDP actors together and to produce the first mappings of HDP actors (3Ws) and identify pilot territories where Nexus efforts would be focused.

Currently, the Nexus Core Team (NCT) is the national mechanism which brings together representatives of each of the three pillars from UN Agencies, International NGOs, National NGOs/civil society organizations, donors, and Government. Also, there are Nexus Provincial Groups (NGPS) established in Kasai, Kasai Central, and Tanganyika.

The current challenge is to achieve concrete results using the momentum, energy, and motivation of all stakeholders around the Nexus, demonstrating an actual decrease in the number of vulnerable people and humanitarian needs. To enable the identification of concrete results, and while keeping an integrated approach, a specific emphasis will be put on one specific collective outcome (in relation to the most important humanitarian needs) in each province (Kasai, Kasai Central, and Tanganyika); also, the Nexus approach will be extended to other provinces, such as Ituri and South Kivu, with much higher levels of humanitarian needs but also opportunities for advancing the triple nexus. This will be of particular relevance given the imminent departure of MONUSCO from those provinces.

Tasks and responsibilities:

The position of Senior Nexus Advisor is located in Kinshasa in the office of the Deputy Special Representative/Resident Coordinator/ Humanitarian Coordinator (DSRSG/RC/HC). He/she works in close collaboration with the Resident Coordinator Office, OCHA, the Integrated Office, the UNCT, the HCT, international partners (including the International Financial Institutions) and national institutions/national coordination platforms to promote and drive the operationalization of the Nexus approach in DRC.

The Senior Nexus Advisor will supervise the Nexus Specialist (P3) based in Kinshasa, and the 2 Nexus Analysts (NOB) based in Kananga (Kasai Central) and Kalemie (Tanganyika). His/her work will focus on national strategic coordination, engagement with the Government, and partnerships at senior level, including supporting the Nexus Core Team, while the P3 will focus on national coordination at the technical level. He/she will specially lead the extension of the nexus approach in new provinces such as Ituri and South Kivu, while supporting the on-going efforts in the provinces of Kasai, Kasai Central and Tanganyika.

Within delegated authority, the Senior Triple Nexus Advisor will:

- Convene and coordinate the work of the national Nexus coordination mechanism(s) to build coherence and complementarity between all Nexus stakeholders; guide and support the provincial Nexus coordination structures through the locally based Nexus analysts; ensure higher level coordination and engagement with senior national and international counterparts.
- Engage with national institutions, national systems, national coordination platforms to promote and strengthen the government's leadership on the Nexus approach.
- In close collaboration with the Integrated Office transition team, identify entry points to leverage the Nexus in ongoing transition processes with regards to MONUSCO's upcoming departure; this can be, but is not limited to, the inclusion of the Nexus approach in provincial transition plans.
- In support of the Nexus Donors Group, identify opportunities for closer coordination with the Humanitarian Country Team as well as development fora and peacebuilding partners. This should take into account the fact that humanitarian aid is delivered on the basis on the humanitarian principles, and that due attention needs to be given to a more sustained approach.
- Collect examples of good practice in the DRC to inform enhanced liaison and collaboration at political, operations and programmatic level with a broad range of stakeholders.
- Support engagement with political and diplomatic missions, and peace and security actors.
- Support the RCO, in collaboration with the Nexus Donors Group, in the development of financing landscape analysis for the DRC highlighting gaps, overlaps and opportunities for predictable, flexible multi-year financing modalities.

Coordination and Analysis: Foster synergies and collaboration for joined-up activities between humanitarian, development, and peace actors with the aim to provide effective coordination towards enhanced coherence and complementarity between HDP actions.

- Reinvigorate a national nexus coordination mechanism with a strategic and a technical level with strong leadership of the government and key influential stakeholders at the table.
- In light of MONUSCO transition and withdrawal, support provincial transition mechanisms with a view to integrating the Nexus approach.
- Support the provincial nexus coordination groups in the mapping, consolidation, aggregation of data and information on humanitarian, resilience, recovery, development as well as conflict and opportunities to generate a shared overview and understanding of the ongoing needs and activities to address them.
- Identifying gaps and enhance capacity for joint contextual and conflict analyses, as well as joint needs assessments by humanitarian, development, and peace actors to contribute to a shared understanding of needs, risks and vulnerabilities, their root causes, entry points for conflict mitigation as well as the capacities available or needed to address them, taking into account sustainable development where possible.
- Encourage information sharing between HDP actors and support the mapping of humanitarian, development, and peace actors on the ground.

Planning & Programming: Support efforts to undertake joined-up planning processes across HDP efforts to achieve the four collective outcomes to reduce needs, risks and vulnerabilities and increase resilience in a more effective, coherent and complementary manner.

- Based on the collective outcomes & programmatic needs, support the alignment of the strategic joined-up planning and programming framework to ensure greater complementarity and coherence between HDP efforts to achieve collective outcomes.
- Strengthen coordination and collaboration of stakeholders through relevant mechanisms to align HDP activities within the existing strategic planning frameworks involving national government, bilateral, International Financial institutions, national NGOs, international NGOs and UN agencies, funds and programs.
- Support the mapping of programmatic needs and financing requirements across HDP interventions, the development of concrete work streams, targets, and indicators and to agree amongst all stakeholders on concrete programmatic approaches.

Partnerships & Financing: Enhance partnerships between HDP actors; promote coherent, complementary, predictable and sustained financing, as well as funding strategies in support of the collective outcomes jointly defined for DRC.

- Advocate for and facilitate partnerships and linkages between actors around nexus approaches including multi-stakeholder action plans, and investment in national and local capacities as relevant.
- In collaboration with the nexus donor group develop and advise on funding and financing opportunities (multi-lateral and bi-lateral, IFIs, and private sector) and encourage multiyear flexible and predictable financing modalities to support the operationalization of collective outcomes and (e.g. work on finding solutions to structural barriers that prevent the use of flexible funding for a nexus approach)

Qualification and Experience:

- Master's degree or equivalent in a relevant fields. A first-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree.
- Successful participation in a Nexus Academy training is an asset.
- At least 10 years of combined experience in multi-stakeholder coordination, analysis, planning and programming and positions of increasing responsibility in developing recovery and peacebuilding plans or strategies, humanitarian coordination including in fragile or crisis contexts
- Demonstrated experience to provide effective and coherent responses in humanitarian, development and/or crisis settings.
- Proven record of strong engagement with national counterparts at policy level.
- Ability to ensure equal participation of women and men in all areas of work, and accountability to affected populations.
- Expertise in program and project design (including conflict-sensitive responses and integration of gender perspectives), execution, financing and resource mobilization.
- Ability to conduct in-depth studies and formulate conclusions and recommendations.
- Ability to relate the issues and perspectives of humanitarian, development, and peace affairs, including gender issues, to political, economic, and social development programmes.
- Fluent written and spoken French and English, passive knowledge of two Swiss official languages is required.
- Physical and mental fitness to work in this context, (Assignments are subject to successfully meeting the medical standards);
- Possession of a valid automobile driving license and the ability to drive a 4x4 vehicle using manual transmission;
- Swiss nationality (Dual citizenship with country of assignment not possible).

Required personal competencies:

- Professionalism: 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 Organizing: 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.
- 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; adjusts language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed.
- Teamwork: Works collaboratively with colleagues to achieve organizational 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.
- Creativity: Actively seeks to improve programmes or services; offers new and different options to solve problems or meet client needs; promotes and persuades others to consider new ideas; takes calculated risks on new and unusual ideas; thinks "outside the box"; takes an interest in new ideas and new ways of doing things; is not bound by current thinking or traditional approaches.

Functional competencies

- In-depth knowledge of the complex relationship between HDP efforts. Capacity for conceptual and strategic analysis, including ability to analyse and articulate the humanitarian dimension of complex issues that require a coordinated response.
- Very good knowledge of recent developments in the fields of HDP efforts in general and of nexus issues in particular. Specific knowledge in the fields of humanitarian assistance, emergency response, early recovery, capacity building and disaster prevention in complex situations.
- Knowledge of different tools from actors of the three pillars for contextual analysis, risk analysis, and risk management, as well as tools for data collection and monitoring and supervision, taking into account conflict and gender-sensitivity.
- Knowledge of institutional mandates, policies, guidelines, coordination mechanisms and response systems related to humanitarian affairs, development, and peace.
- Solid understanding of the international development architecture and financing mechanisms, aid effectiveness principles and the coordination requirements linked to these.
- Knowledge of rules, policies, procedures, practices, and programming mechanisms, particularly in crisis and post-conflict situations.
- Knowledge of results-based management, monitoring and evaluation.
- Ability to negotiate and influence others to reach consensus as well as foster strategic partnerships and productive working relationships.

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| Duty station: | Kinshasa, DRC |
| Travel advise: | https://www.eda.admin.ch/eda/de/home/vertretungen-und-reisehinweise/demokratische-republik-kongo.html |
| Start of assignment: | Start of work by arrangement |
| Duration of contract: | 1 year, with the possibility of extension. |
| Deadline for applications | Open until filled |
| Family: | accompaniment by family is possible |

Click here to learn more about the organisation: <https://drcongo.un.org/fr>

For further information, please contact:

- Ms Janine Misteli, Swiss Expert Pool (janine.misteli@eda.admin.ch, + 41 58 46 26339) for questions on requirements and on the selection process.

Assignment:

The assignments take place within the framework of the Swiss Expert Pool for Civilian Peacebuilding. The seconded expert receives a contract from the Federal Department of Foreign Affairs for the duration of their deployment [PVFMH](#) (D) / [OPers-PDHH](#) (F) / [OPers-PRA](#) (I).

Please apply through the Swiss Federal Administration recruitment system <https://www.stelle.admin.ch/stelle/it/home/stellen/stellenangebot.html>

A complete application contains:

- an application letter in English;
- a CV English;
- diplomas and work certificates;
- the completed Personal History Form PEP (see: <http://bitly.ws/dTMd>)¹

¹ Swiss Expert Pool for Civilian Peacebuilding

The deployment of civilian experts within the scope of Switzerland's policy on peace, human rights, and humanitarian issues is a long-standing tradition. Depending on specific needs, civilian experts are made available for temporary civilian peace projects as election monitors, police advisers or specialists in fields such as constitutional law and practice, mediation, the rule of law, human rights and humanitarian law (www.eda.admin.ch/expertenpool).