



**United Nations Assistance Mission for Afghanistan (UNAMA)**  
**INTERNAL/EXTERNAL VACANCY ANNOUNCEMENT**

<b>Vacancy No.</b>	25/04/2023
<b>Post Title</b>	Training Assistant
<b>Level</b>	GL-5 (Fixed-Term Appointment)
<b>Organizational Unit</b>	Human Resources and Training Section
<b>Location</b>	Kabul
<b>Number of posts</b>	02
<b>Issuing Date</b>	12/04/2023
<b>Closing Date</b>	26/04/2023
<b>Duration</b>	One (1) Year

**Qualified female candidates are highly encouraged to apply**

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

**DUTIES AND RESPONSIBILITIES**

Within limits of delegated authority and depending on location, Training Assistant at this level is responsible for the following duties:

- Contributes to the design, organization and delivery of training and development programmes for the enhancement of competencies and upgrading of staff technical skills and to meet mandate implementation.
- Contributes to the design of mission-readiness and orientation programmes which encompass a range of activities including, inter alia, technical and substantive training, safety and security, induction training, leadership and management.
- Contributes to the design of specific training programmes to meet unique mission operational requirements and staff development needs.
- Co-coordinates and organizes specialized training programmes with the various functional and substantive areas of civilian, military and UN Police - that meet cross-cutting training needs such as HIV/AIDS awareness and safety and security as applicable.
- Contributes to the development of systems and methods for disseminating information to mission personnel on training and staff development opportunities, including distance-learning, self-study, and other sources of learning.
- Collects and maintains statistical data on training activities and responds to queries and requests for information on training programmes.
- Contributes to the preparation and monitoring of budgetary allocations through regular reviews.
- Drafts routine and ad hoc outputs and provide effective monitoring reports and data.
- Assists in briefing staff on e-Performance Appraisal System as required and assists with the establishment of PAS bodies.
- Performs any other duties, as assigned.

**QUALIFICATIONS AND EXPERIENCE**

**Education:** High school diploma is required OR a first level university degree in learning and development, management, public or business administration or related area is required.

**Work Experience:** With high school diploma a minimum of five (5) years of relevant experience in the field of design, delivery and evaluation of training courses or related areas such as assessing training needs and planning training programmes required. With relevant first level university degree (bachelor) three (3) years of relevant experience is required.

Course work/training in human resources, Train the Trainer (TOT) or teachers' education are highly desirable. Experience delivering training to adults is desirable. Experience working in a multicultural and/or international work environment is highly desirable.

**Languages:** English and French are the working languages of the United Nations Secretariat. For the post advertised, fluency in oral and written English is required. Fluency in oral and written Pashto or Dari is required.

**UN CORE VALUES AND COMPETENCIES**

**Professionalism:** Shows persistence when faced with difficult problems or challenges. 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.

**Communication:** Speaks and writes clearly and effectively. Listens to others, correctly interprets messages from others and responds appropriately. Asks questions to clarify and exhibits interest in having two-way communication. Tailors language, tone, style and format to match the audience. Demonstrates openness in sharing information and keeping people informed.

**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.

#### APPLICATIONS

- UNAMA will only accept properly completed and signed Personal History Form (P.11) received by email before the closing date. CVs or Resumes will not be considered nor will late submissions after closing date. Any information provided on the P.11 form will be considered binding.

Applicants must accurately complete, sign and date the United Nations Personal History form (P.11) and submit the duly completed signed P.11 by e-mail to: [unamava\\_support@un.org](mailto:unamava_support@un.org).

- **Important Note:** Applicants should copy and paste the Vacancy Announcement (VA) Number which is **VA#25/04/2023** into the email subject line when submitting the duly completed and signed P.11 Form and the required documents. Please do not add any other information in the subject line of your email except **VA#25/04/2023**. Please do not add any additional words or space in the VA Number. **Applications received without a VA Number will not be considered.**
- The selected candidates will be subject to a reference checks process to verify the information provided in the P.11 form.
- Only applicants who are short-listed will receive an acknowledgement within four (4) to six (6) weeks from the deadline indicated on the VA.

**Required documents to be submitted along with the signed and completed UN P.11:**

- **Serving UN staff members:** In addition to the completed and signed P.11, scanned copies of two most recent e-Performance Evaluation Reports must be submitted with the application.
- **For External applicants:** In addition to the completed and signed P.11, scanned copies of two most recent performance evaluation reports or if not available, two reference letters. If the applications received do not contain the latest two performance evaluation reports candidates must provide a short explanation as to why they are not available.

**No fee:**

The United Nations does not charge a fee at any stage of the recruitment process (application, interview meeting, processing, or training). The United Nations does not concern itself with information in applicants bank account.

**Applicants are reminded that the United Nations cannot appoint a person who is the father, mother, son, daughter, brother, or sister of a staff member. For this reason, applicants are required to disclose at the time of their application, whether they bear any of the above relationships to a staff member of UNAMA or any other UN entity which is part of the Secretariat. In addition, selected candidates would be required to complete a family declaration form prior to assuming their duties with the Mission. Failure to disclose any of the above relationships constitutes a material omission, that could lead to termination or dismissal from the United Nations.**

The necessity for ensuring the highest standards of efficiency, competence and integrity remain the paramount considerations in the employment of personnel. To ensure fairness and transparency, selection will be made on a competitive basis through a selection panel.