

## UNITED NATIONS VERIFICATION MISSION IN COLOMBIA JOB OPENING

### Internal / External

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Job Title & Level:	Staff Counsellor, NOC
Department/Office:	UN Verification Mission in Colombia (UNVMC)/ Mission Support Division
Location:	Bogotá
Posting Period:	18 May – 01 June 2022
Job Opening Number:	UNVMC-NJO-2022-024. Temporary Appointment until 31 December 2022 with possibility of extension

UNITED NATIONS CORE VALUES: INTEGRITY, PROFESSIONALISM, RESPECT FOR DIVERSITY

### **IMPORTANT NOTE:**

The Human Resources Unit invites all interested and qualified candidates to apply to the announced position. All interested candidates should submit their applications using the P11 form, which can be found at <https://colombia.unmissions.org/empleo>, or Personal History Form (PHP) **(CVs will NOT be accepted)**. Please review that your application, either **P-11 or PHP** is **properly signed** and has information on your contact details: email address and telephone numbers. You must send your application to the following e-mail address: [mcrecruitment@un.org](mailto:mcrecruitment@un.org)

Please be advised that only applications using the UN P-11 or PHP form will be reviewed. Please do not submit any additional certificates/diplomas, employment letters and other documents at this stage of the application process. **Kindly ensure that you include the job opening number for the above position in your e-mail application.** Only short-listed candidates will be contacted.

### **Only Colombian Nationals are eligible to apply for this Job Openings.**

*As per the Secretary General's Gender Parity Strategy, the United Nations Secretariat is committed to achieving 50/50 gender balance. Female candidates are strongly encouraged to apply for this position.*

*#United\_for\_Gender\_Parity. Candidates interested to work for the United Nations Verification Mission in Colombia may wish to check out our Realistic Job Preview videos to get an idea of the living and working conditions in different duty stations in Colombia: [https://www.youtube.com/playlist?list=PL-8SCkVjg\\_e3073SwTDG1VQf1oLTWfUQ4](https://www.youtube.com/playlist?list=PL-8SCkVjg_e3073SwTDG1VQf1oLTWfUQ4)*

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

## **Org. Setting and Reporting:**

These positions are located in the United Nations Field Peacekeeping Operations, Special Political Missions, Service Centres and Offices as applicable. The incumbent performs individual assessments in the case of individual staff members experiencing difficulty coping and/or presenting mental health-related symptoms or syndromes; provides advice to the Chiefs of Section upon request, with the aim at improving the working atmosphere in their Section and resolving problems of a work-related or personal nature that adversely affect job performance and productivity. She/he develops, organizes, and implements stress management programme. The NO-C Staff Counsellor reports to the Chief Mission Support Division. She/he also works under the technical guidance of the Critical incident stress management Unit in UNHQ

## **Responsibilities:**

1. Within delegated authority, the Staff Counsellor at NO-C level will be responsible for the following duties and the technical guidance of the CISMS Regional counsellor, counsellor: he/she will administrate a wide range of stress management activities, actively participating in emergency preparedness in the country in collaboration with UNDSS and the UN emergency coordination group as per the UNDSS CISMS standard operational procedures on the Management of Stress and Critical Incident Stress (MSCIS).
2. Develop and implement a stress prevention and management plan applicable to all mission.
3. Provide individual, group and stress management and critical incident counselling sessions to the staff and dependents as/when needed,
4. Plan and facilitate preventative stress management training on a variety of stress related issues to UN personnel in the country and circulate useful reading resources related to stress periodically.
5. To assist in establishing the Critical Incident Stress Intervention Cells (CISICs) including selecting Peer Helpers and family focal points; facilitating peer helper training sessions (jointly with UNDSS CISMS at local and regional level); and coordinating and following up on all relevant activities.
6. Promote welfare activities for UN personnel in the country in collaboration with the existing Staff Association.
7. Identify, address, and follow up on highly stress cases and critical incident stress cases among the UN personnel and dependents in the country.
8. Be willing to visit & travel regularly to the UN Offices/Sub Offices in the country in order to implement preventative stress management training activities and offer technical consultations when needed.
9. Liaise with local experts and institutions in the country for referral purposes. Collaborate with UN managers, medical doctors, and local physicians on psychosocial issues with the objective of establishing a network of professionals ready to support and intervene in case of need.
10. Advise UN management on stress mitigating strategies and activities.
11. Perform ongoing assessments and monitor the determinants of stress in the UN staff to include activities such as data collection, analyses, and related documentation.
12. Overall Management of the Department and to provide monthly reports to delegated authority with copies to UN Headquarters UNDSS CISMS on all its activities.

- 13.Ensures that all UNVMC policies are applied and followed thoroughly across all processes, including adherence to UNVMC code of conduct and ethics, and integrates a gender-sensitive approach in all functions.

### **Core values:**

**Professionalism:** Expert knowledge in the field of stress management and counselling; demonstrated adaptability and ability to work in austere, insecure environments and to adjust rapidly to varying social, organizational and geographic settings; good conceptual skills in mental health programming and/or public health; proven ability to provide counselling in stress and stress related issues and treat sensitive or confidential information appropriately; in depth understanding of the strategic directions in critical incident stress management. Candidate also shows pride in work and in achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observes deadlines and achieving results; 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.

**Integrity:** Demonstrates the values of the United Nations in daily activities and behaviours. Acts without consideration of personal gain. Resists undue political pressure in decision-making. Does not abuse power or authority. Stands by decisions that are in the Organization's interest, even if they are unpopular. Takes prompt action in cases of unprofessional or unethical behaviour.

**Respect for diversity:** Works effectively with people from all backgrounds. Treats all people with dignity and respect. Treats men and women equally. Shows respect for and understanding of diverse points of view and demonstrates this understanding in daily work and decision-making. Examines own biases and behaviours to avoid stereotypical responses. Does not discriminate against any individual or group.

### **Competencies**

- **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.
- **Planning & 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.

## **Education**

- Advanced University Degree (master's degree) in clinical psychology, or medical doctorate with 4 years of residency in psychiatry. A first-level university degree in combination with additional two years of qualifying experience may be accepted in lieu of the advance university degree.
- Additional training or experience in a broad range of related fields, such as alcohol/substance abuse, stress management, critical incident stress and cross-cultural communication would be desirable.
- Certification or country specific licensure authorizing the incumbent to deliver mental health services in their own country is required.

## **Work Experience**

- A minimum of five years of progressively responsible experience in counselling, clinical psychology, psychiatry, or related field, with at least three years at the international level or at a national level with cross border experience is required. Qualifying years of experience are calculated after the receipt of an accredited first level degree.
- Experience in crisis or emergency response is required.
- Experience in providing cross border stress counselling, clinical psychology or psychiatry is desirable.
- A minimum of two years' experience in managing, planning, and organizing mental health programmes or projects is desirable.

## **Language**

English and French are the two working languages of the United Nations Secretariat. For the post advertised fluency in oral and written English and Spanish are required. A third UN language is desirable.

## **United Nations Considerations:**

Candidates will be required to meet the requirements of Article 101, paragraph 3, of the Charter as well as the requirements of the position. The United Nations is committed to the highest standards of efficiency, competence and integrity for all its human resources, including but not limited to respect for international human rights and humanitarian law.

Candidates may subject to screening against these standards, including but not limited to whether they have committed or are alleged to have committed criminal offences and/or violations of international human rights law and international humanitarian law.

The United Nations shall place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs. (Charter of the United Nations - Chapter 3, article 8). The United Nations Secretariat is a non-smoking environment.

The United Nations is taking steps to improve gender parity at all levels. We are committed to an inclusive culture and exciting opportunities for women in security therefore, female applicants are highly encouraged to apply.

**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 ON APPLICANTS' BANK ACCOUNTS.