



## **VACANCY ANNOUNCEMENT**

The African Civil Aviation Commission wishes to announce, in line with the AFCAC Service Code, that the following vacancy will be available at its Headquarters based in Dakar, Senegal.

- 2022/06/P/140322: Legal Advisor

The Commission encourages all interested persons to forward their applications directly to AFCAC using any of the following:

- **Email:** [vacancy@afcac.org](mailto:vacancy@afcac.org)
- **Address:** Route de l'Aéroport Léopold Sédar Senghor, BP 8898 Dakar, Senegal.

The form to be completed can be found on the AFCAC website: [www.afcac.org](http://www.afcac.org)

Applicants should also submit with their application:

1. Updated Curriculum Vitae (CV)
2. Scanned copies of relevant certified educational qualifications
3. Any additional document that may be stated as required.

Please note that any Candidates whose State of Origin has not fulfilled its financial obligations to AFCAC over a period of two (2) years or more will not be considered in accordance with Article 18 of AFCAC Constitution.

**The deadline for receiving applications is 13 May, 2022.**

### **Please note that**

- AFCAC may decide at any time not to continue with the recruitment process regarding any of the positions taking into consideration the prevailing circumstances at the relevant time;
- Applications received after the deadline shall not be considered;
- Applications not submitted in accordance with the AFCAC application format will also be rejected;
- Applications submitted electronically should be in both Word and PDF format;
- Suitably qualified African women are strongly encouraged to apply;
- Only applicants who are under serious consideration will be contacted and interviewed;
- AFCAC will not respond to queries regarding information on the status of the vacancies.

**DURATION OF APPOINTMENT:**

Fixed term contract of three (3) years, with renewal subject to satisfactory performance (first year is probationary).

**OBLIGATIONS AND PRIVILEGES**

AFCAC staff members are international public servants subject to the authority of the Secretary General and their conditions of Service are regulated by the AFCAC Service Code and Manuals.

AFCAC staff members are expected to conduct themselves in a manner befitting their status as international public servants.

**CLASSIFICATION OF POSTS AND STAFF**

The classification of post and Staff will be in accordance with the AFCAC Service Code.

**SALARIES AND ALLOWANCES**

The salary and allowances are in accordance with the AFCAC Service Code.

## VACANCY NOTICE 2022/06/P/14032022

### VACANCY NOTICE FOR THE RECRUITMENT OF THE LEGAL ADVISOR OF AFCAC

#### POSITION INFORMATION

<b>Post Title :</b>	<b>Legal Advisor</b>	<b>VACANCY NOTICE N°</b>	<b>2022/06/P/140322</b>
<b>Level :</b>	<b>P-4</b>	<b>Posting Period :</b>	<b>14 March, 2022 – 13 May, 2022</b>
<b>Professional Contract</b>	<b>Three years, renewable.</b>	<b>Remuneration package (Annual)</b>	<b>(Net Per Annum) USD 75 602 + Post Adjustment (subject to change).</b>
<b>Reports to :</b>	<b>Secretary General</b>	<b>Duty station :</b>	<b>AFCAC Headquarters Dakar, Senegal</b>
<b>Date of entry on duty:</b>		<b>1<sup>st</sup> July 2022</b>	

#### THE ORGANIZATION SETTING

The African Civil Aviation Commission (AFCAC) is a specialized agency of the African Union responsible for Civil Aviation matters in Africa. Its objectives are to coordinate civil aviation matters in Africa and to cooperate with the International Civil Aviation Organization (ICAO) and other bodies which are involved in the promotion and development of civil aviation; and, as an Executing Agency of the Yamoussoukro Decision (YD), AFCAC facilitates, coordinates and ensures the successful implementation of the Single African Air Transport Market (SAATM).

The mission of AFCAC is to facilitate cooperation and coordination among African States towards the development of an integrated and sustainable air transport system and foster the implementation of ICAO Standard and Recommended Practices (SARPPs); and the Commission's vision is to have a liberalized, safe, secure, environment friendly, reliable, sustainable and modern air transport industry in Africa. AFCAC's main responsibility as the Executing Agency (EA) is to ensure the consistent and full implementation of the Yamoussoukro Decision (YD) and the realization of the Single African Air Transport Market (SAATM) towards contributing to the African Union Agenda 2063. The objective is, amongst others, to facilitate seamless and smooth operationalization of the SAATM to ensure the sustainable development of air transport and those activities of the Executing Agency (EA) facilitate the growth of the intra-

African Air Transport Market. The EA's role, therefore, ensures the even-handed enforcement of the YD and the EA's regulatory oversight responsibilities across all AU member States and their consistent application of and adherence with the Regulatory and Institutional Legal Instruments of the YD, its Operational Rules and Procedures. It also ensures that the operationalization of the SAATM creates a conducive environment for sustainable development of air transport in Africa.

The Secretariat is led by the Secretary General who reports to the AFCAC Bureau and the Plenary of the Commission. The Director of Safety and Technical Services, the Director of Air Transport, the Legal Advisor, the Public Information & External Relations Officer and the Head of Corporate Services report to the Secretary General.

### **SUMMARY OF FUNCTIONS AND RESPONSIBILITIES – IMPACT OF OUTCOME OF THE POSITION**

The Legal Advisor provides the necessary legal expertise in the fields of law pertaining to AFCAC's attributions.

### **MAJOR DUTIES AND RESPONSIBILITIES**

- Participate in the implementation and review of the African Civil Aviation Policy
- Advise African States on the establishment and maintenance of autonomous civil aviation entities.
- Oversee the management and review of the Seat Agreement between AFCAC and the Host State.
- Participate in the settlement of disputes between operators and African States.
- Participate in the activities for the protection of consumer rights.
- Participate in Africa legal negotiations relating to the implementation of the Yamoussoukro Decision.
- Develop rules and regulations aimed at enabling African States to have harmonized positions.
- Ensure the follow-up with the States on the signature and ratification of international Treaties relevant for aviation.
- Ensure the interface of AFCAC with the AU, the AU Organs and the Regional Economic Communities on issues with legal implications.
- Ensure AFCAC's compliance with legal procedures (namely by carrying out the review of all AFCAC's contracts and commitments prior to their signature) and advise the Secretary General on any issue relating to law.
- Provide legal advice on any modification and/or revision of AFCAC's Service Code, Administrative Rules and Procedures, Manual of Administrative, Financial and Accounting Procedures, etc.
- Provide support services to all AFCAC Directorates, Committees, Working Groups, etc on all matters with legal implications.

- Establish Committees, Sub-Committees, Working Groups, etc., when necessary to coordinate African positions on legal matters.
- Develop Working Papers on behalf of AFCAC on meetings dealing with legal issues.
- Carry out other duties assigned by the Secretary General.

## **QUALIFICATIONS AND EXPERIENCE**

### **Educational background**

- Advanced university degree with specialization in public international law and air law or equivalent academic qualifications. Practice of public international law, in particular air law, treaty law, and law of international organizations.

### **Professional experience and knowledge:**

At least fifteen (15) years in national or international organizations in the field of civil aviation.

- Practical experience in negotiating with senior officials in governments and multinational organizations. Carry out other duties assigned by the Secretary General.
- Excellent verbal and written communication skills.
- Excellent negotiation skills.
- Being rigorous and decisive.
- Possessing proven skills in the field of advice.
- Excellent problem-solving skills.
- Ability to work under pressure and irregular working hours
- Good interpersonal skills.
- Fluency in at least one of the working languages of AFCAC.
- Knowledge of more than one of the working languages of AFCAC (including English) shall be an added advantage.
- Being mobile.

## **WORK RELATIONSHIPS AND CONTACTS**

### **FUNCTIONAL LINKS:**

- Secretary General
- Other AFCAC staff
- Members of working groups, committees, sub-committees
- Working Groups, Committees and Sub-Committees

### **EXTERNAL LINKS:**

- African Union
- African civil aviation organizations
- ICAO
- Various partners

## **PERFORMANCE INDICATORS**

- Number of African States which sign and ratify the international civil aviation legal instruments
- Number of African States participating in development and negotiations of international legal instruments.
- Well-coordinated African positions on legal matters.
- Quality of the contracts and agreement reviews carried out
- Quality of legal advices provided.
- Quality of Working Papers and legal documents produced.
- Success in conflict resolution in the framework of the Yamoussoukro Decision.