

Posting Title : Director of Office of Environmental Management and Mineral Resources, D1
Job Code Title : CHIEF OF SERVICE, ENVIRONMENTAL AFFAIRS
Department/ Office : International Seabed Authority
Duty Station : KINGSTON
Posting Period : 11 February 2022 - 30 March 2022
Job Opening number : 22-ENV-ISA-174528-R-KINGSTON (R)
Staffing Exercise : N/A

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

Org. Setting and Reporting

This position is in the Office of Environmental Management and Mineral Resources (OEMMR) at the International Seabed Authority headquartered in Kingston, Jamaica.

The OEMMR provides scientific and technical inputs to the preparation of rules, regulations, and procedures for the conduct of activities in the Area, manages the ISA's Deep Data database and takes lead responsibility for implementation of programmes relating to the protection of the marine environment. The primary responsibilities of the post will be to lead, direct and manage OEMMR, including programmes on mineral resources and technologies, protection of the marine environment, marine scientific research, and database management, within the context of the ISA Strategic Plan and High-level Action Plan (HLAP) for 2019-2023.

Responsibilities

Within limits of delegated authority, the incumbent will be responsible for the following duties:

1. Lead, supervise and manage the staff of OEMMR, including regular work-planning and monitoring and staff performance management; contribute to the strategic guidance in the work of the secretariat as part of the Senior Management Group; undertake annual and quarterly work-planning and budget preparation; ensure effective inter-office coordination, and monitor progress in the implementation of various actions and budget expenditure within the context of ISA Strategic Plan and HLAP.
2. Lead OEMMR to provide scientific, technical and policy inputs to the regulatory processes of ISA and its organs (Legal and Technical Commission, Council and Assembly) as well as

other scientific, technical and policy processes by ensuring: a) Quality and timely development of evidence-based reports and meeting documents using scientific, technical, and policy data and information relating to mineral resources and technologies, marine environment protection, marine scientific research and database management; b) Design, plan, organize and service expert workshops, meetings, webinars, and side-events that provide input to the relevant policy and regulatory processes of ISA.

3. Direct and provide strategic, policy and technical guidance to the environmental management unit to support implementation of Strategic Direction 3 (Protect the marine environment) of the ISA Strategic Plan and HLAP by a) taking a strategic, standardized and coherent approach to the development and review of regional environmental management plans (REMPs) through organizing REMP expert workshops; b) providing quality scientific and technical inputs to the development of standards and guidelines relating to environmental baselines, assessments and management.

4. Direct and provide strategic guidance to the database management unit to implement Strategic Directions 3.3, 4.2, 4.3 and 9.2 of the ISA Strategic Plan and HLAP by ensuring: a) continued development of Deep Data; b) facilitating public access to environmental data; c) further development and implementation of ISA's Database Management Strategy; d) facilitating cooperation with Ocean Biodiversity Information System of IOC/UNESCO (OBIS), World Register of Marine Species (WoRMS), and other partners on the standardizing and sharing of biodiversity data; e) collaboration with International Hydrographic Organization/Seabed 2030 Project and contractors on the sharing of bathymetric data in the Area (Seabed 2030).

5. Direct and provide strategic guidance in support of implementing Strategic Direction 4 (Promote and encourage marine scientific research in the Area) including by effectively engaging financial and scientific partners in support of MSR activities in the Area and supporting the implementation of the ISA action plan in support of UN Decade of Ocean Sciences for Sustainable Development.

6. Provide strategic, policy and technical guidance on OEMMR's routine work on the secretariat's interaction with ISA contractors on the exploration of mineral resources in collaboration with the Compliance and Regulatory Management Unit, by providing timely and quality scientific reviews of the annual reports and periodic reports submitted by contractors.

7. Engage effectively with financial and scientific partners to mobilize additional resources and implement key initiatives including: a) the ISA Sustainable Seabed Knowledge Initiative as a global platform on promoting standardized approaches for taxonomic identification, enhancing biodiversity knowledge of the Area, increasing data interoperability, promoting partnerships on deep sea observations, capacity building on deep sea taxonomy, and increasing deep sea literacy, in collaboration with various scientific partners; b) ISA-China Joint Training and Research Center (JTRC) by serving as a member of Steering Committee to ensure effective programme development and operation, within the context of ISA's overall strategy for capacity development; c) a series of expert workshops on deep-sea taxonomy, including engagement of interested donors as well as other scientific partners and the production of quality outputs in a timely manner; e) the programme on mineral resources and technology, including the organization of workshops on different types of mineral resources and technologies for exploration, exploitation and monitoring.

8. Build close working relationships with other Offices of the Secretariat, liaise with relevant partners and stakeholders on collaborative arrangements, oversee the recruitment of staff of OEMMR as well as short-term staff and consultants, foster teamwork and communication

among staff within the OEMMR and across the secretariat; support and participate in communication activities to raise awareness on the scientific and technical work of ISA; represent ISA at international conferences and meetings, perform any other duties as assigned by the Secretary General.

Competencies

PROFESSIONALISM: Ability to be a strong advocate for science-based policy and knowledge of the implications of legal, economic and policy decisions on the scientific and technical aspects and vice-versa. Demonstrated ability to work at the intersection of multiple scientific disciplines and connect across seemingly disparate fields, as well as a good capacity for synthesis. Strong programme management skills with the capability to advise the Secretary-General and other senior officials on approaches and techniques to address highly complex issues relating to activities in the Area. Excellent policy analysis skills and the ability to produce reports and papers on scientific and technical issues and to review and edit the work of others. Knowledge and ability to apply ISA rules, regulations, policies, and guidelines in work situations. 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.

PLANNING & ORGANIZING: Develops clear goals that are consistent with agreed strategies, vision, and programmes. Identifies priority activities and assignments and 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.

CLIENT ORIENTATION: Ability to communicate complex scientific and technical issues in language easy to understand by non-science communities. Considers all those to whom services are provided to be clients and seeks to see things from client's point of view. Establishes and maintains productive partnerships with clients by gaining their trust and respect. Identifies client's needs and matches them to appropriate solutions. Monitors ongoing developments inside and outside the client's 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 clients.

LEADERSHIP: Serves as a role model that other people want to follow. Empowers others to translate vision into results. Is proactive in developing strategies to accomplish objectives. Establishes and maintains relationships with a broad range of people to understand needs and gain support. Anticipates and resolves conflicts by pursuing mutually agreeable solutions. Drives for change and improvements; does not accept the status quo. Shows the courage to take unpopular stands. Provides leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. Demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing.

VISION: Identifies strategic issues, opportunities, and risks. Clearly communicates links between ISA's Strategic Plan and the work unit's goals. Generates and communicates broad and compelling organizational direction, inspiring others to pursue that same direction. Conveys enthusiasm about future possibilities.

Education

Advanced university degree (Master's degree or equivalent) in marine biology or ecology, marine resources management, marine environmental sciences and management or related fields is required.

Job Specific Qualifications

Work Experience

A minimum of fifteen years of professional working experience in the management of international environmental and sustainable development programmes related to marine resources and marine environment as well as solid experience of linking scientific and technical knowledge with intergovernmental policy processes is required.

Experience in policy analysis and policy design skills in the field of marine policy and governance is highly desirable.

Experience in supporting intergovernmental processes performing international expert processes and negotiations is highly desirable.

Experience in interacting with members of the scientific community on marine scientific research is highly desirable.

Experience in interlinkages between natural and social sciences as they apply to sustainable development of marine resources is desirable.

Languages

English and French are the working languages of the United Nations Secretariat. For the position advertised, fluency in English is required. Knowledge of French is desirable.

NOTE: 'Fluency' equals a rating of 'fluent' in all four areas (speak, read, write, and

understand) and 'Knowledge of' equals a rating of 'confident' in two of the four areas.

Assessment

Evaluation of qualified candidates may include an assessment exercise which may be followed by competency-based interview.

Special Notice

Candidates eligible for consideration must also be nationals of ISA Member States.

Consideration is given to achieving diverse gender, geographical and economic representation at the ISA, to the extent possible.

ISA reserves the right to not make any appointment to the vacancy, and/or to make an appointment at a lower level from the one advertised.

All applicants are strongly encouraged to apply on-line as soon as possible after the job opening has been posted and well before the deadline stated in the job opening. On-line applications will be acknowledged where an email address has been provided. If you do not receive an e-mail acknowledgement within 24 hours of submission, your application may not have been received. If the problem persists, please seek technical assistance through the Inspira "Need Help?" link.

United Nations Considerations

According to article 101, paragraph 3, of the Charter of the United Nations, the paramount consideration in the employment of the staff is the necessity of securing the highest standards of efficiency, competence, and integrity. Candidates will not be considered for employment with the United Nations if they have committed violations of international human rights law, violations of international humanitarian law, sexual exploitation, sexual abuse, or sexual harassment, or if there are reasonable grounds to believe that they have been involved in the commission of any of these acts. The term "sexual exploitation" means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. The term "sexual abuse" means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. The term "sexual harassment" means any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment, and when the gravity of the conduct warrants the termination of the perpetrator's working relationship. Candidates who have committed crimes other than

minor traffic offences may not be considered for employment.

Due regard will be paid to the importance of recruiting the staff on as wide a geographical basis as possible. The United Nations places 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. The United Nations Secretariat is a non-smoking environment.

The paramount consideration in the appointment, transfer, or promotion of staff shall be the necessity of securing the highest standards of efficiency, competence, and integrity. By accepting an offer of appointment, United Nations staff members are subject to the authority of the Secretary-General and assignment by him or her to any activities or offices of the United Nations in accordance with staff regulation 1.2 (c). In this context, all internationally recruited staff members shall be required to move periodically to discharge new functions within or across duty stations under conditions established by the Secretary-General.

Applicants are urged to follow carefully all instructions available in the online recruitment platform, *inspira*. For more detailed guidance, applicants may refer to the Manual for the Applicant, which can be accessed by clicking on "Manuals" hyper-link on the upper right side of the *inspira* account-holder homepage.

The evaluation of applicants will be conducted on the basis of the information submitted in the application according to the evaluation criteria of the job opening and the applicable internal legislations of the United Nations including the Charter of the United Nations, resolutions of the General Assembly, the Staff Regulations and Rules, administrative issuances and guidelines. Applicants must provide complete and accurate information pertaining to their personal profile and qualifications according to the instructions provided in *inspira* to be considered for the current job opening. No amendment, addition, deletion, revision or modification shall be made to applications that have been submitted. Candidates under serious consideration for selection will be subject to reference checks to verify the information provided in the application.

Job openings advertised on the Careers Portal will be removed at 11:59 p.m. (New York time) on the deadline date.

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.