

Job Title: Chief, Division of MSME Competitiveness, Quality and Job Creation

Requisition ID: **4548**

Grade: **P5**

Country: **Austria**

Duty Station: **Vienna**

Category: **Professional and Higher**

Type of Job Posting: **Internal and External**

Employment Type: **Staff-Full-time**

Appointment Type: **Fixed Term - 100 series**

Indicative Minimum Net Annual Salary: **148,277 USD**

Application Deadline: **30-Sep-2024, 11:59 PM (CEST)**

Vacancy Announcement

Female candidates from all Member States are particularly encouraged to apply.

Organizational Context

The United Nations Industrial Development Organization (UNIDO) is the specialized agency of the United Nations that promotes industrial development for poverty reduction, inclusive globalization and environmental sustainability. The mission of UNIDO, as described in the Lima Declaration adopted at the fifteenth session of the UNIDO General Conference in 2013 as well as the Abu Dhabi Declaration adopted at the eighteenth session of UNIDO General Conference in 2019, is to promote and accelerate inclusive and sustainable industrial development (ISID) in Member States. The relevance of ISID as an integrated approach to all three pillars of sustainable development is recognized by the 2030 Agenda for Sustainable Development and the related Sustainable Development Goals (SDGs), which will frame United Nations and country efforts towards sustainable development. UNIDO's mandate is fully recognized in SDG-9, which calls to "Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation". The relevance of ISID, however, applies in greater or lesser extent to all SDGs. Accordingly, the Organization's programmatic focus is structured in four strategic priorities: Creating shared prosperity; Advancing economic competitiveness; Safeguarding the environment; and Strengthening knowledge and institutions.

Each of these programmatic fields of activity contains a number of individual programmes, which are implemented in a holistic manner to achieve effective outcomes and impacts through UNIDO's four enabling functions: (i) technical cooperation; (ii) analytical and research functions and policy advisory services; (iii) normative functions and standards and quality-related activities; and (iv) convening and partnerships for knowledge transfer, networking and industrial cooperation. Such core functions are carried out in Divisions/Offices in its Headquarters, Regional Offices and Hubs and Country Offices.

The Directorate of Technical Cooperation and Sustainable Industrial Development (TCS) under the overall direction of the Director General, and in close collaboration with all relevant organizational entities within UNIDO, headed by a Managing Director, oversees the Organization's development of capacities for industrial development as well as industrial policy advice, statistics and research activities and the Organization's normative contribution to Member States and global development community in achieving the SDGs. The Directorate also ensures the application of strategies and interventions for sustainable industrial development related to Environment, Energy, SMEs, Competitiveness and Job creation, as well as Digitalization and Artificial Intelligence. Through coordination in-house and with Member States and industry stakeholders, it ensures that the services provided in these areas contribute toward effective and appropriate technical, business and policy solutions and are focused on results and on realizing any potential for scaling up and positioning UNIDO as a leading platform for industrial development in developing countries and global fora.

The Directorate houses the technical Divisions of Capacity Development, Industrial Policy Advice and Statistics (TCS/CPS); Circular Economy and Chemicals Management (TCS/CCM); Decarbonization and Sustainable Energy (TCS/DSE); SMEs, Competitiveness and Job Creation

(TCS/SME); and Digital Transformation and AI Strategies (TCS/DAS). The Directorate also ensures close coordination and collaboration among the Divisions as well as with relevant entities in the Directorate of Global Partnerships and External Relations (GLO) and the Directorate of SDG Innovation and Economic Transformation (IET).

Under the supervision of the Deputy to the Director General and Managing Director of the Directorate of Technical Cooperation and Sustainable Industrial Development (TCS), and in close coordination with other organizational entities within UNIDO, the Division of MSME Competitiveness, Quality and Job Creation (TCS/SME) works towards increasing the competitiveness of industries in developing countries and countries in transition, especially emphasizing business development of MSMEs engaged in manufacturing and creating jobs therein. It aims at increasing competitiveness among MSMEs in two interconnected ways: first, by modernizing businesses through the transfer of advanced technologies adapted to local conditions, product innovation, productivity improvement and upgrading, developing market and value chain readiness as well as improved access to finance; and second, by improving the quality of MSME manufactured products and their compliance with market requirements through capacity building for the development of industrial production and trade-related quality infrastructure including for standardization, metrology, accreditation and of conformity assessment service institutions (testing, certification, inspection and calibration) and the strengthening of their capacities.

The Chief for the Division of MSME Competitiveness, Quality and Job Creation (TCS/SME) reports to the Deputy to the Director General and Managing Director for the Directorate of Technical Cooperation and Sustainable Industrial Development (TCS). He/She shall manage the work of the MSME Development and Job Creation Unit (TCS/SME/MDJ) and of the Competitiveness, Quality and Compliance Unit (TCS/SME/CQC). Within the specific mandate of the Division, the Chief assists the Deputy to the Director General and the Managing Director in the strategic positioning of UNIDO to:

- Effectively accomplish UNIDO's strategic objectives in relation to the 2030 Agenda for Sustainable Development;
- Operationalize the Sustainable Development Goals (SDG) implementation by developing new and strengthening existing partnerships with stakeholders;
- Explore and secure new avenues of financing for UNIDO's programmatic implementation and operations;
- Strengthen UNIDO's internal management structures and processes.

Within the broad priorities above and specific direction cascaded downward, the Chief shall formulate, cascade, monitor, evaluate and report on the results of the priorities established for the areas under his/her responsibilities.

As the lead authority in the Organization on the areas covered by the Division, the Chief, is expected to lead the staff under his/her supervision (a) in work that is ground breaking; (b) in creating an enabling environment which empowers; (c) in building partnerships which result in institutional relationship building and (d) in achieving results which are cross-functional and cross organizational.

The UNIDO Staff Performance Management System reinforces the collaboration within formal units as well as among cross-functional teams. In this context, the incumbent collaborates with his/her supervisor and colleagues, within as well as outside the unit. Within the formal teams, the incumbent may be expected to backstop other team members as required.

Staff -members are subject to the authority of the Director General and in this context all staff are expected to serve in any assignment and duty station as determined by the needs of the Organization.

II. Main Responsibilities

Technical

- Based on the foresight of current and future demand involving beneficiaries of and stakeholders in industrial development, develop a programme as well as specific service modules to achieve the results expected from the Division;

- Analyse and disseminate, in coordination with relevant in-house units, information on main MSME challenges, as well as guide the development and wide application of methodologies, tools and good practices within industrial production systems, especially in developing countries, towards increasing local and regional competitiveness; contribute to related global partnerships and networks with multi- and bilateral actors, regulatory authorities in international markets and the private sector;
- Assist, in close collaboration with relevant in-house units, in mobilizing financial resources from multi/bilateral, national and innovative financial mechanisms and funds for industry and SME development to formulate and implement impactful projects and programmes;
- Mainstream gender considerations into UNIDO programmes and projects at programmatic level to achieve results on gender equality and women's empowerment;
- Monitor the achievement of results and manage the related risks in line with the IRPF industrial development-related indicators in the programme and budget and the MTPF and contribute to narratives in and across the Organization;
- Coordinate the Division's contribution and work to strengthen country programmes and PCPs, as well as UNIDO-wide approaches and strategies.
- Support the development of national, regional and global programmes aiming at unleashing the potential of micro, small and medium manufacturing enterprises (MSMEs) in Member States by taking advantage of new technologies, business and organizational support, investment promotion, cluster development and partnerships for advancing the overall economic competitiveness;
- Contribute to human security programs in countries affected by man-made and natural disasters by helping to create manufacturing-related income and work opportunities within MSMEs and among entrepreneurs for the benefit of vulnerable communities, including displaced people and migrants;
- Support countries in building national and regional production and quality infrastructure systems, with an emphasis on providing internationally recognized services, facilitating MSME participation in regional and global value chains; strengthening institutional quality infrastructure capacities; building conformity assessment capacities; and supporting market access and quality awareness with the public sector, economic operators and consumers, placing a special emphasis on capacitating MSMEs.
- Support the development of institutional certification competencies and capacities for management systems and product standards related to quality and innovation (i.e. ISO 9001, ISO 14001, ISO 56002) and liaise with other entities in the Organization to promote different standards of relevance;
- Support the establishment or strengthening of the partnerships with UN Agencies, international quality and standards-related initiatives such as Global Sustainable Seafood Initiative, and with international technical networks, such as the International Network on Quality Infrastructure, and international organizations and development finance institutions;
- Support countries to comply with WTO agreements such as Technical Barriers to Trade, Sanitary and Phyto-sanitary Measures and the Trade Facilitation Agreements, in close cooperation with relevant in-house units;

Managerial

- Guide TCS/SME in aligning the work programme of the Division with the organizational priorities and in this context, formulate, cascade, implement and report on the priorities of the Division.
- Manage the financial and human resources assigned to the Division ensuring appropriate delegation, accountability, responsibility, guidance and supervision. In this context, is responsible for the collective results of the units.
- Ensure that heads of units under his/her responsibility are providing effective management and supervision of their staff including ways to hold them accountable.
- Ensure appropriate controls for monitoring and reporting; performance management; motivation of staff and other appropriate measures to ensure optimal utilization of the human resources. In the recruitment of staff in the Division, support the Deputy to the Director General and Managing Director to reach the organizational goals for improving geographical and gender balance.
- Support the Deputy to the Director General and Managing Director in other areas to ensure efficient distribution and coordination of actions; effective linkages; cross-functional team

work; flow of communication lines and management information among different spans of controls.

- Support the Deputy to the Director General and Managing Director on other special projects and assignments that may be assigned from time to time.

III. Core Values and Competencies

Core Values

WE LIVE AND ACT WITH INTEGRITY: work honestly, openly and impartially.

WE SHOW PROFESSIONALISM: work hard and competently in a committed and responsible manner.

WE RESPECT DIVERSITY: work together effectively, respectfully and inclusively, regardless of our differences in culture and perspective.

Key Competencies

WE FOCUS ON PEOPLE: cooperate to fully reach our potential –and this is true for our colleagues as well as our clients. Emotional intelligence and receptiveness are vital parts of our UNIDO identity.

WE FOCUS ON RESULTS AND RESPONSIBILITIES: focus on planning, organizing and managing our work effectively and efficiently. We are responsible and accountable for achieving our results and meeting our performance standards. This accountability does not end with our colleagues and supervisors, but we also owe it to those, we serve and who have trusted us to contribute to a better, safer and healthier world.

WE COMMUNICATE AND EARN TRUST: communicate effectively with one another and build an environment of trust where we can all excel in our work.

WE THINK OUTSIDE THE BOX AND INNOVATE: To stay relevant, we continuously improve, support innovation, share our knowledge and skills, and learn from one another.

Managerial and Leadership Competencies

WE ARE STRATEGIC, DECISIVE, PRINCIPLED AND INSPIRATIONAL: As managers, we are strategic and fair in driving our team's performance. As leaders, we are a source of inspiration, stand for norms and standards established in the UN Charter and duty bound to defend these ideals with a principled approach.

WE ARE INCLUSIVE AND ACCOUNTABLE: As managers, we are inclusive in our approach and maintain constructive engagement with all our stakeholders. As leaders, we embrace all personnel and stakeholders and are accountable mutually within UNIDO, within the system, to beneficiaries and the public and beyond.

WE ARE MULTI-DIMENSIONAL AND TRANSFORMATIONAL: As managers, we go beyond conventional methods to help our organizational units strengthen their own agility and adaptability to change. As leaders in the UN system, we have a vision, which is integrated and engaged across the pillars of Peace and Security, Human Rights and Development.

WE ARE COLLABORATIVE AND CO-CREATIVE: As managers, we foster a team spirit and create meaningful opportunities to hear the voices of those around us, while realizing that only by working together can we accomplish our mission. As leaders, we see the inter-dependency of imperatives of the UN Charter and personally champion a collaborative inter-agency, multi-stakeholders and cross-thinking approach.

IV. Minimum Organizational Requirements

Education: Advanced university degree (master's or equivalent) in areas such as Economics, Industrial Development, Engineering or similar in field relevant to UNIDO's mandate, **is required.**

Experience:

- A minimum of ten (10) years of progressively responsible working experience in development or relevant areas of the Division's mandate at the national and international levels, **is required.**
- Experience in all phases of the Project Cycle. Exposure to the needs, conditions and problems in developing countries. Experience in all phases of the Project Cycle, **is required.**
- Experience managing teams and performing supervisory function of technical and/or non-technical teams, preferably at international level, **is desirable.**

- Experience in leading negotiations, including large-scale cooperation programmes and dealings with stakeholders, requiring political astuteness and sensitivity, **is desirable**.
- Experience in continuous development of technical assistance concepts and tools by including contributions to global agendas, **is desirable**.
- Experience in mobilization of traditional or non-traditional funding opportunities, **is desirable**.

Languages: Fluency in written and spoken English **is required**. Fluency in or working knowledge of another official United Nations language, is **desirable**.

NOTE: The seniority-in-grade requirements for applying for higher level positions, as per paragraphs 18 and 78 of the HRMF, have been waived.

For further information on salaries, refer to the International Civil Service Commission website: <https://icsc.un.org/>

Employees of UNIDO are expected at all times to uphold the highest standards of integrity, professionalism and respect for diversity, both at work and outside. Only persons who fully and unconditionally commit to these values should consider applying for jobs at UNIDO.

All applications must be submitted online through the Online Recruitment System. Correspondence will be undertaken only with candidates who are being considered at an advanced phase of the selection process. Selected candidate(s) may be required to disclose to the Director General the nature and scope of financial and other personal interests and assets in respect of themselves, their spouses and dependents, under the procedures established by the Director General.

Visit the UNIDO careers site for details on how to apply: <https://careers.unido.org/>

NOTE: The Director General retains the discretion to make an appointment to this post at a lower level.

Notice to applicants:

UNIDO does not charge any application, processing, training, interviewing, testing or other fee in connection with the application or recruitment process. If you have received a solicitation for the payment of a fee, please disregard it. Vacant positions within UNIDO are advertised on the official UNIDO website. Should you have any questions concerning persons or companies claiming to be recruiting on behalf of UNIDO and requesting payment of a fee, please contact: recruitment@unido.org