



EXECUTING AGENCY Vacancy Notice

VACANCY NOTICE FOR RECRUITMENT OF A COMPETITION REGULATION SPECIALIST FOR THE EXECUTING AGENCY

POSITION INFORMATION

Post Title:	Competition Regulation Specialist	VACANCY NOTICE	2020/03/P/030320
Level:	P3	Posting Period:	March 3 to April 2, 2020
Fixed Term Contract	Three years	Remuneration package (Annual)	Total annual Net Salary: 61,091 USD + any applicable entitlements
Reports to Position	- Project Coordinator	Duty station:	Dakar, Senegal
Date of entry on duty:	As soon as possible		
Special Notice:	Fixed term contract of three years, subject to one (1) year period of probation of satisfactory performance.		

THE ORGANIZATION SETTING

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. Air transport laws and policy principally only look at the interest of the industry whereas competition Laws and Regulations seek to further the interests of the consumer and go beyond the YD (as they affect natural and legal persons); a clash is therefore inevitable. The EA's role, therefore, safeguard the even-handed enforcement of the YD and safeguard that the operationalization of the SAATM creates a conducive environment wherein fair competition is facilitated.

The Competition Regulation's Officer executes the EA's regulatory oversight responsibilities across all AU member States to ensure consistent application of and adherence to Competition Regulation and its Operational Rules and Procedures. AFCAC, as the impartial referee, through the EA promotes the interest and needs of member States through its collaborative work with the African Union Commission (AUC), Regional Economic Commissions (RECs), African Airlines Association (AFRAA), and Association of Airlines with supporting roles as well as partners in the various Programmes and initiatives on the African Continent.

The Competition Regulation's Officer provides expert economics inputs and analysis to competition and consumer cases, working closely with internal and external stakeholders to advise them on competition matters, conduct market studies to ensure the process of detection, investigation, decision and enforcement of decisions are fair, thorough, robust and timely. She/he also advocates fair and competitive business practices and collaborate with academic and research institutions and think tanks. She/He reports operationally through the PIU head of the Project Implementation Unit.

POSITION ASSIGNMENT:

- Work closely with the AUC, RECs, States, Airlines Associations in African, National and Regional Regulators and Service Providers to advise them on competition matters and awareness on the YD and its Regulatory Instruments, including Competition Regulation and its Operational Procedures.
- Conduct studies and monitor emerging competition trends and developments, and identifying international best practices, to operate a robust and enlightened competition regime intra- Africa in order to ensure fair competition in air transport Operation.
- Identify and evaluate the challenges which prevent the effective and efficient discharge of responsibilities of the EA and recommend necessary remedial actions to improve the identified challenges on areas of implementation of the YD and its Regulatory Instruments.
- Make recommendations to encourage that all air transport activities undertaken on the African continent shall aim at achieving smooth, safe, sustainable, comfortable, affordable and efficient intra-African travel.
- Participate in AFCAC activities and provide her/his expertise in the field of air transport under the Directorate of Air Transport.

MAJOR DUTIES AND RESPONSIBILITIES

As the Competition Regulation Officer, within the EA, the objective of the post will be to promote the efficient functioning of the intra-African market to enhance the competitiveness of African air transport market intra-African and globally. The YD Competition Regulations prohibit anti-competitive activities in agreements that prevents, distorts, restrict competition or abuse of dominance or mergers that substantially lessen competition. Enforcement and advocacy are effective tools to use against activities that are anti-competitive with significant and adverse impacts on the economy. The post-holder is required to work with State Parties to the SAATM, Government Agencies responsible for Competition, Dispute Settlement and Consumer Protection Matters, RECs, International Partners, Industry and Consumer Advocacy Associations charged with the responsibility to promote a healthy enabling environment for competition within the intra-African market, achieving results such as:

- Implement measures to increase market transparency;
- Outline and stipulate enforcement conditions in order to ensure the proper functioning of the EA and effective liberalization of air transport through unconditional implementation of all provisions of the YD and its Competition Regulation,
- Establish Rules and procedures to monitor the application of the Yamoussoukro Decision and its implementing rules including the Competition Regulation by national aviation authorities, air transport service providers, RECs, etc.;
- Conduct formal inquiry and/or investigations and evaluate alleged anti-competitive conduct in the territories of the State Parties and undertake all necessary measures within the powers conferred on the EA by the Competition Regulation, the Yamoussoukro Decision or other regulations and report to the Executing Authority concerning any provision that permits uncompetitive behavior; and deal with any other matter referred to him/her by the Executing Authority.
- Review applications and recommends measures on grant or refuse to Member States applications for exemption from the YD competition regulations;
- participate in the proceedings of any competition regulatory schemes review public regulations and Operational Rules,
- Coordinating with relevant organizations (international/regional and national) the activities aimed at promoting a healthy competitive air transport market in a sustainable manner and supports the implementation of the Executing Agency's Work Programme.
- Proposed training if and when necessary that maybe beneficial to Senior management of aeronautical authorities or any such senior personnel in State Parties, RECs, Organs of the African Union and other relevant institutions who are directly involved in the implementation of the YD are reasonably trained in the understanding of their global responsibilities in relation to the Decision and the YD Regulatory Instruments and Text;
- Submit Reports to the various Organs of the AUC, AFCAC, Stakeholders on the state of the air transport industry.
- Carry out any other related duties as may be assigned.

QUALIFICATIONS AND EXPERIENCE

- Advanced University degree or equivalent academic qualifications in civil aviation with a specialization in economics of air transport, air law or air transport management.

REQUIRED EXPERTISE AND SKILLS

Essential

- At least eight (8) years' experience in governmental (civil aviation) or international airline, including policy submissions or decisions on air transport studies and Regulation of the air transport market; and Bilateral and multilateral air transport agreements;
- Must possess at least five (5) years of proven working experience in investigation, enforcement or prosecuting or related work including the development of policies and procedures in the field of air transport competition regulation or oversight in collaboration with government agencies regulating civil aviation or which have equivalent responsibilities.
- Knowledge of recent trends in the continental and world air transport industry in relation to liberalization, particularly in relation to the YD;
- Sound knowledge of air transport activities and policies on the African continent, including knowledge of international matters on competition regulations;
- Good knowledge of ICAO's initiatives on Consumer Protection and that of others;
- Knowledge of regional and sub-regional organizations;
- Fluent reading, writing and speaking abilities in one of the AFCAC languages and working knowledge of the other is desirable.
- Excellent interpersonal and problem-solving skills.

COMPETENCIES

1. **Professionalism:** Good knowledge of the African Union functions and that of AFCAC's responsibilities as the Specialized Agency of the AU for all civil aviation matters and the EA of the YD. Good knowledge of the strategic issues facing the air transport sector in Africa in both the economic and legal fields, and where the African approach to them may differ from other international air transport market and/or international aviation organisations.
2. **Adaptability:** Ability to prepare clear, concise and accurate documentation, including articulate written and oral reports, in a fast-paced environment. Knowledge of office automation equipment and contemporary computer software.
3. **Team builder:** Demonstrable professional competence and a conscientious and efficient approach towards meeting commitments, observing deadlines and achieving results; persistence when faced with difficult challenges; an ability to remain calm in stressful situations.
4. **Communication:** Speak and write clearly and effectively; listen to others and correctly interpret messages from others responding appropriately; ask questions to clarify, and exhibit interest in having two-way communication; tailor language, tone, style and format to match an audience; demonstrate openness in sharing information and keep State, Stakeholders etc.
5. **Planning and 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.
6. **Accountability:** Takes ownership and honours commitments and delivers outputs within the prescribed time, cost and quality & standards expected; operates in compliance with organizational regulations and rules; supports subordinates, provides oversight and takes personal responsibilities for delegated assignments and/or for his/her own shortcomings as well as of those within her/his Team, where applicable.
7. **Creativity:** Actively seeks to improve programme or services; offers new and different options to solve problems or meet client expectations or needs; promotes and persuades others to consider new ideas: takes calculated risk on new and unusual ideas; thinks "outside the box" takes an interest in new ideas or ways of doing things and not bound by current thinking or traditional approaches.

PERFORMANCE INDICATORS

- Effectiveness of coordination work with States, RECs and Service providers and other Partners to support the implementation of the YD;
- Regularity of progress review, follow up and quality of recommendations on the establishment of SAATM at the Continental level and implementation of the provisions of the YD and its regulatory and Operational Instruments;
- Effectiveness in following up on tasks derived from meetings and timely submission of reports and recommendations;
- Quality of Reports and documentation prepared for AFCAC's representation at Regional and International meetings;

OPERATIONAL LINKS

- Director Air Transport/Head of the Executing Agency
- Air Transport Directorate
- Other AFCAC staff

EXTERNAL LINKS

- African Union
- Regional Economic Communities,
- Airlines Associations in Africa
- States
- ICAO/ Sister Organizations
- Various partners

HOW TO APPLY

- Interested candidates must complete on-line application form. To apply, please visit AFCAC's website at: www.afcac.org.

NOTICE TO CANDIDATES

- Only the most successful candidates will be contacted for further assessment.