

# African Standby Capacity

Your Expertise, Our Future



Africa's Civilian Personnel Pool  
for Peace Support Operations

Visit [africanstandbycapacity.org](http://africanstandbycapacity.org)



## About the African Standby Capacity

The African Union and the regional economic communities/ regional mechanisms (RECs/RMs) have become increasingly active and important players in international peace and security. They undertake a range of operations in crisis and conflict situations and contribute to mediation missions and post-conflict reconstruction and development (PCRD) processes.

To support their growing responsibilities, the AU and RECs/RMs have increasingly recognized the need to have available deployable civilian experts that can rapidly be identified and sent on the ground. Those experts need to be screened and trained in order to be available as and when required to undertake the growing numbers of tasks.

In this regard, African Heads of State and Government agreed to create the African Standby Capacity (ASC). The ASC provides a civilian response capacity for operations under the broad African Peace and Security Architecture (APSA), and more prominently the African Standby Force. The ASC is designed to make the right person available at the right time in the right place.

The ASC represents an important operational platform, through which the AU and the RECs/RMs, both acting individually and collectively, can plan, deploy and manage operations.

Currently, the ASC is in the process of admitting qualified civilian experts. This brochure offers the most important information about the ASC and encourages qualified persons to become members of the pool. Civilian experts are invited to join the family of extraordinary persons from the entire continent who support the AU's efforts for lasting peace and stability in Africa.

### ASC core values



Merit-based selection



Transparency & accountability



Respect for diversity



## Who is the ASC looking for?

When reflecting on the personnel of AU peace support operations, most people rightly think of soldiers and police officers. But recently, there has been an increase in the demand for civilian expertise. Mediation and PCRD missions also require civilian experts.

Just imagine, who can give legal advice to a national or regional government of a country emerging from conflict? Who can help to organize free and fair elections? Who can contribute to running a peace support operation as human resource or finance officer? It is **civilian experts** who are going to fill these needs and who bring along years of experience in their field of specialization.

The African Standby Capacity is open to a wide range of civilians with diverse professional backgrounds. ASC members are grouped in over 140 areas of expertise from “A”, for example, *Air Operations and Aviation Safety* to “W” e.g. *Webmaster*. The main areas of expertise are:

### Areas of expertise for Peace Support Operations

Political Affairs  
Legal Affairs  
Human Rights  
Gender

Humanitarian Liaison  
Protection of Civilians  
Disarmament, Demobilization  
and Reintegration

Human Resources  
Conduct and Discipline  
Logistics & Procurement  
Finance  
Mission Security  
Information, Communication  
and Technology

### Areas of expertise for Mediation Missions

Lead Mediator  
Senior Analyst  
Thematic Experts etc.

### Areas of expertise for Post-Conflict Reconstruction and Development

Women and Gender  
Security  
Human Rights, Justice and  
Reconciliation etc.

This list is not exhaustive, the website [africanstandbycapacity.org](http://africanstandbycapacity.org) will give the full details of all the civilian functions required.

## Who can join the African Standby Capacity?

The ASC is a truly unique project because it is the only continental personnel pool in the world.

The ASC welcomes qualified experts from all regions, from Cairo to Cape Town and from Dakar to Dar es Salaam. It attracts qualified experts from all religions and ethnic groups. To be considered for admission onto the ASC roster, all experts need to fulfil the following five minimum selection criteria:



Citizenship of an African Union member state.



At least a Bachelor's degree in respective fields or at least seven years of continuous work experience relevant for field mission positions (in the absence of a Bachelor's degree).



A minimum of three years working experience.



Working proficiency in a minimum of one official AU language (Arabic, English, French or Portuguese).



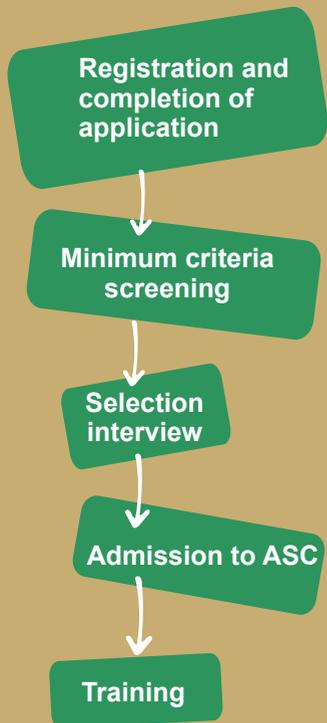
Below the retirement age and the maximum recruitment age as per the AU organisations (usually the age of 60).

## The application process

Application to the ASC is through the five RECs/RMs EASF, ECCAS, ECOWAS, NARC and SADC. You therefore apply to the region, to which your country belongs. A guide to the regions and country listing is provided on the ASC website.

The Regional Rostering Officers will grant you access to the ASC database where, among others, you will be requested to enter information about your qualifications and previous work experience. We will then determine if you meet the minimum selection criteria. Applicants who pass this stage, will be interviewed by a panel. The interview lasts for approximately one hour and can take place in person or via phone. The purpose is to check your subject matter expertise (i.e. in logistics, political affairs, etc.) and social competencies.

Please visit our website [africanstandbycapacity.org](http://africanstandbycapacity.org) if you are interested in joining the ASC pool. It is where you will find the details of our Regional Rostering Officers. They will guide you through the application process.



## What are the benefits of being an ASC Expert?

-  Contribute to peace and security in Africa.
-  Use your expertise to support others. Be a symbol of African solidarity.
-  Receive compulsory foundation training and a variety of specialization courses.
-  Receive departure briefing and security induction for the country of destination.
-  Enter into fixed-term contract with the AU Commission or regional organization.
-  Competitive US-Dollar salary during deployment plus benefits.
-  Health insurance, medical care at the workplace as well as medical evacuation in case of serious illness.
-  Interesting and rewarding workplace with the opportunity to learn and grow.
-  Extend your international network.

## Featured ASC Experts

**Grace** applied for admission to the ASC in 2015. She is a national of Tanzania, raised three children and works as a Human Rights Lawyer for a law firm in Dodoma. After the children left home, Grace decided to use her expertise in order to support the cause of peace and security.

She was admitted to the ASC as a *Legal Affairs Officer, Human Rights Monitoring Officer and Human Rights Promotion and Advocacy Officer*. She successfully completed a civilian foundation course at a training centre in Harare.

“After eight months, my Regional ASC Rostering Officer phoned, asking if I would be available for a deployment to a peace support operation in West Africa where a position of *Legal Adviser* to the Mission Commander and *Human Rights Adviser* to a local government became vacant.”

Grace took on the challenge, spoke to her employer to receive a one year contract break, travelled to Addis Ababa for a mission induction and security briefing, and subsequently settled into her mission in West Africa. After one year, Grace returned home, proud of her many achievements in the field of Legal Affairs and Human Rights Promotion. She gained a wealth of experience, which she manages to put into practice to the benefit of her employer as well.

“I missed my family. I only saw them twice during the year for annual leave. That was hard. But if the ASC needed me again, I know that I would accept the next opportunity to work in another mission.”



**Ayuk** is 25 years old and lives in Douala, Cameroon. “When I’m not in the office at my telecommunications company, I enjoy spending time with friends playing soccer.” Despite his rewarding and well-paid job, Ayuk applied to the ASC and was successfully admitted as *Telecommunication Officer and IT System Administrator*.

Before applying, he spoke to his employer, who consented to his engagement. The company welcomed his move as a career advancement.

After being in the ASC pool for half a year, his Regional Rostering Officer sent him an e-mail informing him that a peace support operation in Central Africa was in need of an IT System Administrator. He joined the mission only six weeks later. He prides himself that his job enables all colleagues, civilian, police and military alike, to work efficiently because IT systems run smoothly.

“I enjoy my life in the peace support operation despite the fact that due to security reasons I can’t play soccer with the locals whenever I would like to.”

Ayuk decided to prolong his initial half year contract for another six months. And he will soon have to decide if he stays on or if he return to his family and friends in Douala. His employer back home continues to support him by guaranteeing his position upon return.

## Deployment process

In case a mission requires an expert with a certain profile, the Regional Rostering Officers consult the ASC database and will request qualified candidates to express their interest in joining the mission.

Experts that are deployed receive a competitive monthly salary. Those experts in the pool that are currently not on mission, do not receive remuneration. No charges apply at any stage during the application and deployment process.

## An honest word

Transparency is an ASC core value. This is why we would like to be honest with applicants about mission realities right from the start. The ASC offers a wealth of amazing career options, good training opportunities, attractive salary and a job at the heart of continental peace efforts. However, you may wish to consider the following mission realities before you apply:



Nearly all positions are in non-family duty stations. Please note that you may only see your family and friends during annual leave. Will you manage to be separated from loved ones for weeks or months?



While offices and accommodation are in safe bases, you may not have the liberty to move around freely outside. Can you refrain from a habitual evening walk through town?



Working and living in a mission can be challenging. You may live and work with the same people for months and your job requires high levels of self-organisation and an active approach towards tasks. Can you master that?



By nature, deployments take place in areas that are emerging from war or conflict. The security situation outside the base will most likely be more tense than you are used to at home. Despite elaborate security arrangements not all dangers can be ruled out. Can you still work effectively despite the potential risk?



Kindly note that admission to the ASC does not guarantee deployment. The number of vacant posts depends on a mission's staffing needs.

If you can master the above-mentioned mission realities, you should apply to the ASC. You seem to have what it takes to support the AU in its endeavour to further the cause of peace and stability in Africa.

# **AFRICAN STANDBY CAPACITY**

[www.africanstandbycapacity.org](http://www.africanstandbycapacity.org)



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