

JOB AND TASK DESCRIPTION

Job Title: Adviser Debt Management

Division: Special Advisory Division, Debt Management Section

Grade: F

Reports To: Adviser and Head of Section (DMS)

General Information

The Special Advisory Services Division (SASD) is a major development co-operation instrument of the Commonwealth Secretariat, supporting the development efforts of member countries through technical assistance and capacity building. A significant part of the Division's work is of a consultancy and advisory nature, delivered through a combination of in-house and external expertise. The Division has four sections: the Economic and Legal Section, the Debt Management Section, the Trade Section and the Enterprise and Agriculture Section.

The Debt Management Section (DMS) provides an integrated package of assistance in debt management, including advice on the legal framework and institutional arrangements for debt management; the formulation and implementation of debt management strategies including the development of local currency debt markets and access to international capital markets; the provision of training in the use of world-leading computer software, the Commonwealth Secretariat Debt Recording and Management System (CS-DRMS); and the recently launched analytical tool – Horizon. The Section also supports countries in the building up of a comprehensive debt database in CS-DRMS in line with best practice in debt data statistics and assists in the preparation of debt bulletins. In undertaking such work, DMS works in close collaboration with a number of international agencies like the IMF and World Bank and also various regional organisations.

Job Summary

Working closely with the DMS team the post-holder will manage and implement a portfolio of debt management projects designed to strengthen debt management capacity in member countries through advisory support and capacity building initiatives. To that end the post holder will be expected to undertake the following: assist member countries through advisory support, to formulate sound policies to improve their institutional and legal arrangements for debt management; better access international capital markets and negotiate external loans; advise on restructuring options for debt distressed countries; assist the countries to build local technical capacity to sustain compliance with the recommended debt management practices. In addition, the post-holder will be required to closely work with the DMS team to train country officials in the use of the CS-DRMS and Horizon systems for preparation of debt bulletins and in designing an annual borrowing plan.

Task Description

The post-holder will be required to:

- Undertake institutional review of public debt management in member countries to advise them on reforms for effective debt management;
- Undertake review of the legal framework on public debt management in member countries to advise them on legal reforms for prudent debt management;
- Design debt management reform programmes geared to strengthening public debt operations, debt management policies and strategies, debt management laws and institutions;

- Assist countries in the formulation of a strategy to access international capital markets, contract external loans and manage external debt;
- Advise member countries facing a high debt burden on the restructuring options and possibilities to redress their debt problem along with other macroeconomic measures;
- Manage various debt management projects for countries within a region of the Commonwealth using a Results Based Management (RBM) approach;
- Undertake training through in-country and regional workshops on debt management policy issues, on the use of CS-DRMS for debt bulletins, on the use of Horizon for formulation and implementation of debt management strategies;
- Network and liaise actively with member governments, development partners such as the IMF and World Bank and regional organisations, to assist member countries through advisory support and capacity-building activities;
- Disseminate the work of DMS through newsletters, website and other media;
- Travel to countries for country missions, workshops and also represent DMS in various international conferences;
- Undertakes any other ad hoc assignment as determined by the Adviser and Head of Debt Management Section.

Personal Specification

Education:

A first degree and a post-graduate qualification in economics, finance or a related subject.

Experience:

A minimum of 10 years' debt management experience, gained in government or international organisations, in one or more of the following areas:

- Public debt policy including debt management strategy formulation and implementation especially on market borrowings;
- Expertise on institutional arrangements, governance and legal frameworks on debt management;
- Knowledge of debt restructuring and loan re-negotiations;
- Market knowledge related to functioning of international capital markets;
- Excellent knowledge of public debt statistics including the IMF's External Debt and Public Sector Guides.

Desirable:

Knowledge and practical experience in the following areas of work will be considered as an added advantage, but not essential:

- Knowledge of CS-DRMS;
- Knowledge of various debt management toolkits like Debt Management Performance Assessment (DeMPA), Debt Sustainability Assessment – Debt Sustainability Framework (DSA-DSF) and Medium-term Debt Management Strategy (MTDS).

Competencies:

Respect for Diversity

Works effectively with people from all backgrounds.

Treats all people with dignity and respect. Treats men and women equally.

Shows respect and understanding of diverse points of view and demonstrates understanding in daily work and decision making.

Examine own biases and behaviours to avoid stereotypical responses and does not discriminate against any individual or group.

Encourages others to evaluate systems, processes & behaviour to ensure respect for diversity is demonstrated

Working with Others

Manages conflict and works towards mutual solutions

Identifies organisations with which to partner for specific solutions

Encourages others and provides them with the autonomy to pursue relationships

Uses personal influence to establish compromise and agreement when faced with conflict

Demonstrates balance between directness and diplomacy in negotiations

Uses influence to persuade partners and third parties toward Commonwealth Secretariat aims

Encourages and supports others in demonstrating cultural awareness when working with others

Managing Resources

Manages programme and cross team activities against specific objectives/results

Manages available resources in order to meet objectives e.g. by effective and efficient use of budget inter alia

Identifies the best method and resources when high level course of action has been identified

Analyses available resources and what activity they will enable

Takes responsibility for multi team/programme activities

Manages diverse motivations of a range of groups in large scale programmes

Decision Making

Determines what can be realistically achieved when deciding on strategic solutions

Is proactive and responsive in making decisions on complex, technical issues based on appropriate information

Considers the relevant justifications for a particular course of action

Takes context into consideration when making decisions

Makes effective decisions when acting on behalf of a senior colleague, seeking advice where appropriate

Bases actions and approaches on the root cause of an issue, rather than the symptoms

Accountability

Takes ownership of assigned tasks, honours deadlines.

Ensures timely delivery of outputs within defined cost and quality standard parameters.

Takes responsibility for own shortcomings and compliances.

Supports subordinates, provides oversight and takes responsibility for all delegated assignments.

Leadership & Development

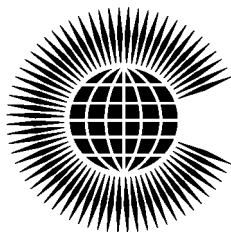
Reinforces vision throughout organisation e.g. by acting accordingly inter alia

Identifies and develops leadership skills in others

Empowers others to take control of their own development and progression

Offers sound guidance and direction on complex and critical issues

Maximises the potential of others e.g. by creating suitable opportunities for development inter alia



COMMONWEALTH SECRETARIAT

SUMMARY OF TERMS AND CONDITIONS FOR PAY POINT F

This is a summary of the principal terms and conditions for Pay Point F at the Commonwealth Secretariat. The full terms and conditions are set out in the Commonwealth Secretariat Staff Rules and Regulations which form part of the contract of all staff members.

A. GENERAL

<i>Contract Term</i>	This appointment is for a fixed term of three years.
<i>Medical</i>	Appointments are subject to passing a medical examination.
<i>Clearance</i>	Appointments are also subject to clearance to the extent that the candidate's own government raises no objection to their suitability for employment.
<i>Probation</i>	All appointments are subject to a six-month probationary period. This may be extended at the Secretary-General's discretion for up to another six months.
<i>Period of Notice</i>	During probationary service, the appointment may be terminated by the Secretariat giving five weeks' notice. Thereafter employment may be terminated by the Secretariat giving six months, or by the staff member giving three months, written notice.
<i>Annual Leave</i>	<p>Subject to the terms of the letter of appointment, each full-time staff member shall accrue annual leave at the rate of 25 working days per year, increasing to 30 days after 10 years continuous service. Leave without pay will not qualify for the earning of salary increments or annual leave entitlement.</p> <p>The Secretary-General may, upon application made to him/her allow leave entitlements accrued with other official bodies to count towards the 10 year figure.</p>
<i>Pension/Gratuity</i>	<p>Staff is eligible to join the Secretariat's Group Stakeholder Pension Plan (GSPP). This is a combination of a group personal pension and a stakeholder scheme. Pension benefits reflect the level of personal contributions and the value of the investments in the personal plan on retirement. The Secretariat contributes 15 per cent of gross salary; personal contributions are subject to limits based on a percentage of earnings depending on age.</p> <p>Alternatively, staff who do not wish to join the GSPP, may opt to join the gratuity scheme, whereby each month the Secretariat will pay the equivalent of 15 per cent of gross salary into an interest bearing account. At the end of the contract, the staff member will receive an ex-gratia payment of the cumulative amount including interest. This</p>

payment is subject to the Secretary-General's discretion.

Further information on the above schemes can be obtained from the Payroll Section of the Finance & Management Information Section.

Retirement Age 65th birthday.

Private Healthcare and Dental Cover The Secretariat provides non-contributory private healthcare and dental cover for all London-based employees, their spouses/officially recognised partners and children. The cover is subject to underwriting conditions

Insurance Subject to funding, the Secretariat may put in place various insurance schemes for its employees. Where such policies are in place, they shall be subject to the conditions of the underwriters and may change from time to time. Among the insurance policies the Commonwealth Secretariat provides is the Personal Accident/Travel policy. With regard to bodily injury, the underwriters conditions for that policy provide for the following, in respect of pre-existing conditions;

Any contributory degenerative condition or disablement (as determined by a Qualified Medical Practitioner) known by the Insured Person to be in existence at the time of sustaining Bodily Injury will be taken into account by Insurers in assessing the level of benefit payable.

Further information on the existing policies would be made available to staff by the Corporate Services Division on request. Staff shall be notified of any changes in the policies as they become necessary from time to time.

B. APPOINTMENT OF BRITISH CITIZENS AND UK RESIDENTS

Salary £69,333 per annum gross, subject to deductions of National Insurance contributions and Commonwealth Secretariat internal income tax paid at UK income tax rates. This salary is fully inclusive.

C. APPOINTMENT OF OVERSEAS RECRUITED STAFF

“Overseas Recruited Staff Member” means an officer of the Secretariat whose stay in the UK is contingent upon their employment with the Secretariat. Should such a staff member acquire or have, while employed in the Secretariat, been entitled to British nationality or residential status in the UK the staff member will cease, from the date of acquisition or entitlement, to be an overseas recruited staff member.

Salary Gross Salary £69,333 per annum. Please note Salaries for overseas staff will be subject to deductions of National Insurance contributions and Commonwealth Secretariat internal income tax paid at UK income tax rates.

Installation & Will be provided on commencement and termination of appointment at

Human Resources Division
Marlborough House Pall Mall London SW1Y 5HX
United Kingdom

www.thecommonwealth.org

Termination Grant	7% of net salary.						
Expatriation Allowance	Will be paid monthly at a rate of 14% of gross salary. Please note that this allowance is taxed at UK tax rates.						
Travel	<p>Upon commencement and termination of service, the staff member, and accompanying dependent family members, as defined in Staff Rule 69 c and d in the Human Resource Handbook, will have their air travel costs met by the Secretariat, as follows:</p> <table> <tr> <td>Directors</td><td>Economy – flights of 4 hours or less Business – all other flights</td></tr> <tr> <td>All Other Staff</td><td>Economy – where total flight time is less than 8 hours</td></tr> <tr> <td>hours</td><td>Business – where total flight time is more than 8 hours</td></tr> </table> <p>For all journeys, the most direct means of air travel available will be provided. In respect of the accompanying family members the relevant journey must be made within 6 months of the eligible staff member's own journey.</p> <p>If travel is not at the same time as the member of staff, family members will only be entitled to economy class travel, irrespective of length of journey.</p>	Directors	Economy – flights of 4 hours or less Business – all other flights	All Other Staff	Economy – where total flight time is less than 8 hours	hours	Business – where total flight time is more than 8 hours
Directors	Economy – flights of 4 hours or less Business – all other flights						
All Other Staff	Economy – where total flight time is less than 8 hours						
hours	Business – where total flight time is more than 8 hours						
Home Leave	The staff member is entitled to home leave once in every three years of qualifying service. Please see Rule 81 in the Sutherland Human Resource Handbook for more information.						
Education Allowance	<p>An education allowance will be payable, provided the dependent* child is in continuing full-time education at the time of the staff member's appointment.</p> <p>The staff member may be entitled to 75% or £18,706 of admissible costs per child per scholastic year.</p> <p>The admissible cost is subject to a maximum amount of £24,941 per child per scholastic year.</p>						
Transporting Effects & initial appointment arrangement	The Secretariat will pay the cost of transporting by sea a staff member's effects up to 500 cubic feet in the case of a single staff member, and up to 700 cubic feet in the case of a married staff member plus an allowance of 100 cubic feet per dependent child* residing with the head of the family. In addition, up to 15 kilograms of excess accompanied luggage by air will be allowed on joining and termination for the staff member, spouse and each dependent child*. No separate allowance will be made for transporting an automobile and not more than one automobile may be allowed to be transported. The Secretariat will meet the reasonable cost of insurance of personal effects. For a 20ft container (internal volume of 1,050 cubic ft) the value of goods insured is up to £35,000.						
Subsistence Allowance	When first taking up an appointment and provided a staff member stays in approved accommodation, subsistence allowance at the appropriate United Nations rate will be paid in respect of the staff member, accompanying spouse (75 per cent) and a dependent child* (50 per						

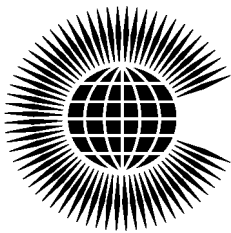
cent) for a period of up to two weeks from the date of the staff member's arrival in post. Thereafter, the cost of a furnished apartment will be reimbursed for a period of up to three weeks or until suitable accommodation is secured, whichever is the earlier.

***Diplomatic
Immunities &
Privileges***

There are no diplomatic immunities and privileges attached to the holder of this post. Staff members are expected to observe the laws of the UK and other countries in which they may work. Any involvement with the police or other law enforcement authorities must be reported.

+ on submission of receipts

* **‘Dependent child’** means an unmarried natural or legally adopted child of the staff member, who normally resides with the staff member and who is under the age of 18 years or, a child under the age of 21 years who is in full time attendance at an educational institution. With regards solely to Education Allowance a dependant child is recognised up to the age of 25. The Secretary-General may also declare a child who is not the natural or legally adopted child of the staff member as “dependent” on the basis of the information provided. The Secretary-General may waive the requirements as to age and attendance at an educational institution where the child is totally and permanently disabled. Unless otherwise specified, no more than three children (as designated by the staff member) will be considered as “dependent” for the purpose of these rules.



COMMONWEALTH SECRETARIAT

Human Resources Division

MONITORING FORM - SECRETARIAT HEADQUARTERS

Please complete the form below providing the information to enable us to monitor our recruitment and ensure that our recruitment process is free from bias or unfair discrimination. The Commonwealth Secretariat is committed to observing the principles and practice of Equality of Opportunity in all its activities.

Forename(s).....

Surname.....

Nationality

Please state.....

Gender

Please indicate with an "X" Male Female

Date of birth

Day "03"	"dd" e.g. "10"	Month "mm" e.g. "1973"	Year "yyyy" e.g. "1973"

Disability

Please indicate with an "X" whether you consider you have a disability or not.

Disability: Yes No.....

If you have indicated "Yes" that you do consider you have a disability please detail in the space below of any special requirements that you may require when attending for interview or group selection activities so that we can consider how to meet those needs to ensure equality of opportunity.

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Where did you see this post advertised?

Please tell us in which publication or on which website you saw this vacancy advertised.

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Thank you for completing these details – please make sure you return your completed form with your application.