



Organization for Security and Co-operation in Europe

The Secretary General

Vienna, 09 November 2018

To: All Heads of Delegations

**Subject: Chief Monitor of the OSCE Special Monitoring Mission to Ukraine
(Extension of deadline date)**

Delegations are invited to nominate suitably qualified candidates for the above position, which will become vacant owing to the end of appointment of the current Chief Monitor. The nomination of qualified female candidates for this senior management position is strongly encouraged.

The OSCE Special Monitoring Mission to Ukraine (SMM) is an unarmed, civilian mission, present on the ground 24/7 throughout Ukraine. Its main tasks are to observe and report in an impartial and objective way on the situation in Ukraine; and to facilitate dialogue among all parties to the crisis. The Mission contributes to reducing tensions and to fostering peace, stability and security. The Mission engages with authorities at all levels, as well as civil society, ethnic and religious groups and local communities. The Mission gathers information and reports on the security situation; and establishes and reports facts in response to specific incidents, including those concerning alleged violations of fundamental OSCE principles.

The Mission currently comprises around 1,450 mission members and budgetary resources of about EUR 100 million. Please refer to SEC.GAL/110/18 of 25 June 2018 for additional information regarding the Mission's mandate and operation.

The Chief Monitor leads the work of the Mission and aligns the Mission's human and material resources to ensure optimal outcomes. She/he provides overall strategic guidance; reports on a regular basis to the Permanent Council and the Chairperson-in-Office; co-ordinates with and updates the Secretary General, the Director of the Conflict Prevention Centre, and respective departments of the OSCE Secretariat; and upholds sound and constructive relations with the host country and the media. She/he is involved in the processes aimed at achieving a political resolution of the conflict in and around Ukraine, a role that includes direct interaction with relevant actors including other international organizations. She/he is responsible for the effective and efficient management of the Mission's human, financial and material resources.

The successful candidate will have proven diplomatic skills at a senior level. They will be a senior leader with demonstrated experience in successfully leading and managing a civilian field operation of a similar political and operational complexity, and scale of resources, as the SMM. This experience will include leading in a hazardous, high-risk operational environment and ensuring that outcomes are successfully delivered without compromise to the safety and security of staff.

The following competencies are key success factors for this role:

- Leadership: Providing a sense of direction and promoting an enabling environment
- Strategic thinking: Identifying goals and developing plans for achieving them
- Communication: Maintaining clear and transparent internal and external communication
- Analysis and decision-making: Drawing sound conclusions and taking expedient decisions
- Managing performance: Helping maximize team performance and skills building
- Collaboration: Working effectively with others on common goals
- Planning: Working towards achieving goals in a structured and measured manner
- Initiative-taking: Proposing and initiating new ideas, activities and projects
- Flexibility: Responding positively and effectively to changing circumstances

Please note that all related travel expenses for eventual interview(s) with the candidates in Vienna are to be borne by the nominating authorities.

Nominations should be submitted to the Secretary General (email address: pm@osce.org) by **28 November 2018**. Nominations received beyond this deadline date will not be considered.