



Organization for Security and Co-operation in Europe

The Secretary General

Vienna, 12 April 2022

To: All Heads of Delegations

Subject: Head of the OSCE Mission to Bosnia and Herzegovina

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

The OSCE Mission's principal aim is to promote stability and reconciliation while assisting Bosnia and Herzegovina on its path to regional political, economic and social integration. Mission activities seek to foster systems of governance, justice and education that uphold human rights and the rule of law for all citizens. Moreover, the Mission supports the development of an effective, responsive, and inclusive security sector in Bosnia and Herzegovina, in keeping with international standards.

The Mission currently comprises 314.5 mission members and budgetary resources of EUR 11.7 million. Please refer to SEC.GAL/118/21 of 13 September 2021 for additional information regarding the Mission's mandate and operation.

The Head of Mission 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 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. She/he will be a senior leader with demonstrated experience in successfully leading and managing a field operation.

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 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 **24 May 2022**. Candidates should complete the attached application form and also include a letter of motivation.