

# **Mbaidjol, Ngonlardje Kabra (Chad)**

(Original: English)

## **Statement of qualifications**

### **Overview**

Senior UN staff member with extensive experience in leadership and change management skills, leadership advice and servicing of international bodies, staff administration, office/staff security, and in resource management (including in large field operations and complex emergency situations), ensuring respect of UN financial regulations and rules as well as UN staff regulations and rules. Trained in project management, project monitoring and reporting with extensive managerial and technical experience; proven knowledge in budget planning, implementing monitoring and reporting results to stakeholders; versatile skills and experience set as a result of mobility in assignments. Proven experience in maximizing the UN Agency's ability to engage staff and senior management in ethical leadership practices to enhance efficiency in the delivery of operations. Trained, namely in UN Senior Leadership Skills, People Oriented Skills, UN Ethical Leadership.

Discharged statutory functions in international advocacy and international protection of individuals or groups victims of Human Rights violations, including supervision of field complaints mechanisms for protection from sexual exploitation and abuse. Proven skills in organizing and conducting training workshops and research in Ethics and Compliance, in managing conflict and mediation, in international human rights law and humanitarian law. Extensive experience in fact finding missions, in managing and recording country of origin information or individual claims, in inter-departmental collaboration to maximize results and in briefing the media, the academia, advocacy groups and representatives of Member States on operational results and challenges. Trained in dealing with the media, in negotiation skills, conflict solving and mediation. Fluent in English and French. Notions of Arabic and Spanish.

### **Personal information**

Nationality: Chadian

Marital status: Married

### **Education**

1979-1985: University of Geneva/ Switzerland, the Graduate Institute of International Studies. Docteur es Sciences Politiques, Ph.D. (June 1985).

1977-1979: University of Cameroon, Yaoundé, the International Relations Institute of Cameroon, Diplôme du 3eme Cycle (June 1979).

1972-1975: Université du Tchad, N'djamena, Licence es Sciences Juridiques (June 1975).

1974-1975: Ecole Nationale d'Administration (ENA), N'djamena, Diplome du 3eme Cycle de l'ENA (June 1975);

1973-1974: ENA, N'djamena, Diplôme du 2eme Cycle de l'ENA (June 1974).

### **Work Experience**

09/2009-01/2012: United Nations High Commissioner for Refugees (UNHCR): Chairperson of the Staff –Management Consultative Council/Director, Ethics Office:

Organized, lead and facilitated Staff-Management dialogue on human resources management, staff and management accountability, and conditions of service in UNHCR, with a view to creating conditions conducive to better

delivery of the Agency's international statutory functions, in accordance with the United Nations regulations and rules governing international public funds and human resources. Formulated, developed. Disseminated and promoted ethics policies in accordance with the common standards of conduct of the international civil service, with the objective to nurture a culture of integrity and promote a work environment characterized by the highest ethical standards. Received and examined individual claims for retaliation from whistleblowers and submitted prima facie cases of retaliation for investigation by the inspector general's office and possible disciplinary follow-up measures by the Division of Human Resources, the Legal Advice Service and the Executive Office. Implemented the United Nations Financial Disclosure Programme as a risk management tool to prevent and mitigate conflict of interest in UNHCR. Developed field based complaint mechanisms to enhance UNHCR's work for protection of individuals from sexual exploitation and abuse. As external member of the Food and Agriculture Organization (FAO) Ethics Committee, participated to the work of the Committee to ensure oversight of the ethics programme in FAO. Collaborated with other UN Ethics Officers to ensure coherence in advice and quality of services to UN staff and management.

12/2006-07/2009: Office of the High Commissioner for Human Rights (OHCHR): Director  
New York Office of the High Commissioner for Human Rights:

Planned, implemented and monitored the New York Office budget, ensuring overall resource management and supervision, providing leadership and strategic direction to the New York based Office of the High Commissioner for Human Rights. Participated to overall decision-making processes as a member of the Senior Management Team. Lead the servicing of Human Rights Treaty Bodies during their sessions in New York. Prepared briefing notes on Human Rights issues to the attention of the High Commissioner or the Secretary General and assisted them in meetings with external parties. Represented the High Commissioner or the Secretary General in international forums and chaired relevant Task Forces and Working Groups meetings. Provided issue specific reports to the High Commissioner or to Member States. Provided monthly briefing on global Human Rights challenges and country specific issues to incoming Presidents of the Security Council. Organized informal Human Rights forums at UN HQs and worked with the Office of the Legal Advice or friendly Member States to promote accession to Human Rights Treaties, through the Secretariat Noon Briefing sessions. Lead fact-finding missions and establish specific contacts on behalf of the High Commissioner for Human Rights.

02/2003-11/2006: UNHCR: Deputy Director/Acting Director, Division of International Protection:

Provided worldwide overall supervision, guidance, strategic direction and programme of work on international protection of refugees and other persons of concern to UNHCR, with specific focus on protection services in field operations administration of protection staff, supporting resettlement claims from victims of human rights abuses as protection tool, recording country of origin information to ensure data base management and enhance efficiency in service delivery. Ensured overall supervision, selection and coaching of international protection staff. Co-chaired UNHCR overall Appointment, Posting and Promotion Board to advise the High Commissioner on human resources management. Reviewed policies and procedures to effect change in merging operational functions and enhance better delivery of services, including namely age, gender and diversity mainstreaming in UNHCR programmes; Participated to the Operations Review Board sessions, an overall budget planning exercise, to provide guidance on international protection services. Lead field missions on international protection. Briefed the media and advocacy groups on results and challenges. Reported on results

and challenges to the Executive Committee and the international community of donors, answering their questions.

04/2000-01/2003: UNHCR: Regional Representative for the Central Africa Region:

Based in Kinshasa (DRC), provided supervision, leadership and strategic direction to field offices in the sub-region with a particular focus on staff security challenges in a context of hostile working environment. Reviewed operational budgets to adapt them to changes due to induced large population movements in UNHCR complex emergency operations in the Great Lakes of Africa; Ensured cooperation with the United Nations Mission in the Congo (MONUC) and other country offices in Africa for an efficient delivery of services. Supported national judicial institutions and local administrations to enhance refugee protection. Kept on negotiating with warring parties to improve access to victims of war and human rights violations and discharge statutory duties. Organized country visits of the High Commissioner to renew relations with the DRC and the Republic of Congo during sensitive periods of international relations in the Great Lakes.

07/1996-03/2000: UNHCR: Deputy Director, Liaison Office New York:

Discharged liaison functions with the main UN bodies, the UN Executive Committees, Permanent Missions of Member States, NGO Representatives, the Media and advocacy groups to inform on UNHCR performance and challenges to international protection. Provided UNHCR contribution to the Secretary General's report on humanitarian issues to the Security Council. Introduced and defended UNHCR's programme budget before the UN Advisory Committee sessions, and maintained structured dialogue with consultative committee sessions on UNHCR field operations.

12/1992-07/1996: UNHCR: Deputy Regional Representative for West Africa/Legal:

Performed legal activities in relation to UNHCR international statutory duties in 16 West African countries. Trained police officers and the judiciary on humanitarian law and refugee law. Designed international protection programme and budgetary requirements for delivery of quality services in the sub-region. Provided supervision to the administrative, finance, community services counsel and legal sections in country offices. Undertook fact finding missions in support of UNHCR statutory functions and reported to the High Commissioner and other stakeholders. Negotiated access to prisons and detention centres to enhance efficient delivery of services to people of concern to UNHCR. Cooperated with other stakeholders such as the ICRC and international NGOs to improve information on international protection challenges and take stock of situations of victims of human rights violations.

11/1988-12/1992: UNHCR: Representative, Burundi:

Represented the High Commissioner and discharged managerial responsibilities of the country office. Developed and maintained budget planning, implementation and monitoring in complex refugee operations. Engaged national authorities in supporting international protection operations. Implemented multi-faceted programme of work in support of returnees. Engaged immigration authorities to ease asylum procedures and ensuring efficient discharge of UNHCR's statutory functions. Negotiated access to victims of war in remote areas and to individual cases mainly refugee women and children, and asylum seekers in detention centres. Compiled data in support of refugee asylum claims and maintained strong partnership with other stakeholders for an efficient delivery of services. Engaged with local media to disseminate information on international protection and combat xenophobia.

01/1987-10/1988: UNHCR: Senior Protection Officer/Legal:

Conducted refugee eligibility procedures on behalf of the Federal Government of Nigeria and in line with the statutory duties of UNHCR.

Advocated refugee and asylum claims with the competent authorities, undertook visits in detention centres to follow-up on individual cases. Conducted field missions to register new arrivals in border areas. Supervised delivery of assistance to victims of human rights violations, ensuring that UN financial regulations and rules are respected. Drafted national refugee law and refugee eligibility procedures. Organized workshops on humanitarian law involving the judiciary, the federal police, the academia and national NGOs.

07/1984-12/1986: UNHCR: Associate Protection Officer/Legal:

Provided support to field operations ensuring provision of legal information on eligibility procedures. Analyzed refugee situations and country of origin information to identify challenges to be addressed and enhance quality and efficiency in international protection services. Undertook field mission to support emergency operations. Drafted reports and briefing materials on refugee situations.

09/1975-09/1977: Government of Chad/Ministry of Foreign Affairs and Cooperation: Counselor, Chad Embassy in Cairo/Egypt/ Desk Officer International Cooperation:

Supported the Ambassador in his overall diplomatic functions in Egypt. Worked to develop economic, cultural and social relations between Chad and Egypt. Supervised the Admin/Finance section of the mission. Negotiated enrollment slots and special grants for Chadian students. Provided legal support to the Chadian community members. Participated to Chadian inter-ministerial meetings in preparation for bilateral or multi-lateral talks on economic, social and cultural cooperation. Drafted cooperation projects for review by the director, international cooperation.

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