



REQUEST FOR APPLICATIONS

Twelve (12) Long-Term Observers

2023 Liberia Presidential and Legislative Elections

The Electoral Institute for Sustainable Democracy in Africa (EISA) is recruiting 12 experienced individuals to serve as Long-Term Observers (LTOs) to strengthen the existing team for the deployment of an International Election Observation Mission (IEOM) to the presidential and legislative elections in Liberia.

Election observation provides an important foundation for EISA's support to democratic processes in Africa. Through the deployment of its international observer missions, EISA conducts an independent professional assessment of electoral processes which provides a basis for electoral reforms; identifies areas of support in the post-election phase in the host country; and provides a lesson-learning platform for election management bodies and civil society organizations on the continent, who make up its EOMs.

EISA intends to deploy 7 LTOs for a period of 9 months uninterrupted (01 April 2023- 31 December 2023) to observe the presidential and legislative elections scheduled for October 10, 2023. Another additional deployment for 4 months uninterrupted (01 August 2023- 30 November) for 5 LTOs is planned to support the first deployment.

LTOs will work in pairs and travel regularly within assigned areas of responsibility in Liberia. Candidates should be prepared to travel to remote, rural locations and must be able to work in difficult environments with minimal amenities. LTO safety is a priority for EISA, and candidates must be willing to follow all communication and safety/security protocols. LTO teams will monitor and report on key electoral developments, including the electoral and political environment, human rights, civic and voter education, the media environment, campaigning, voting, counting, and tabulation processes. LTOs will also report on political participation issues, including those related to ethnic minorities, religion, gender, disability, and poverty. The information collected will be the basis for an impartial assessment of the election process and associated recommendations to improve inclusiveness, credibility, and transparency.

Primary responsibilities:

- Under the direction of the Country Director and Observers Coordinator, and working under the direct supervision of the LTO Coordinator, observe the overall election environment and technical preparations, Biometric Voter Registration (BVR), candidate nomination, election violence and potential triggers, Civic and Voter Education (CVE), campaigning, campaign financing, dispute resolution, media involvement, participation of women, youth, persons with disabilities, and other aspects of the process.
- Establish relationships with the relevant electoral authorities, political parties, government

representatives, observer groups, security authorities, and other stakeholders at the state/regional and local levels in the assigned area of operation.

- Provide weekly written reports, spot reports and oral briefings on political and electoral developments to the Observer Coordinator and contribute to other reports as directed.
- Liaise with citizen observers, civil society organizations, and any other community-based organizations operating at the county and district levels.
- Make logistical arrangements for the field deployment of the short-term observers (STOs), including accommodation, meals, transport, interpretation, and communication.
- Prepare written briefing materials relevant to each deployment area, including contact lists, and brief/debrief the STOs as directed.
- Assist STOs in returning to Monrovia to debrief and depart Liberia.
- Adhere to EISA codes of conduct, [the observation methodology of EISA](#), and the Declaration of Principles for International Election Observation.

General Qualifications and Competences:

Ideal candidates will possess the following qualifications and skills:

- Experience as Long-Term Observers (LTOs) within Africa,
- Working knowledge of politics and culture in Liberia or the West Africa region.
- Ability to communicate clearly in English is a must. Knowledge of local languages is desirable but not required.
- Prior experience in developing and /or delivering training materials.
- Proficiency in the use of Open Data Kit, and MS Office applications Word, Outlook, and Excel.
- Excellent report writing skills and analysis of election related thematic issues.
- Sound judgment and ability to perform effectively under stressful situations.
- Cross-cultural understanding and ability to live in difficult conditions, work within a team, and maintain a high standard of professionalism at all times.
- Strong interpersonal and communication skills, resourcefulness, initiative, maturity of judgment, tact, and negotiating skills, and the ability to cope with situations that may pose a conflict.
- Demonstrates integrity by modeling EISA's values and ethical standards.
- Sensitivity and adaptability to culture, gender, religion, nationality, and age.
- Openness to change and ability to receive/integrate feedback.
- Ability to accommodate additional demands on short notice.
- Ability to manage heavy workloads and solve complex problems with minimum supervision.
- Previous election observation experience in Liberia will be an added advantage.
- LTO's must be medically fit to travel extensively (road and air) in Liberia.

LTOs will carry out a range of responsibilities as outlined above. In addition to the general qualifications and competencies above, applicants are expected to demonstrate thematic expertise in some or all of the following areas:

1. Political/ Electoral Conflict
2. Gender and Social Inclusion
3. Media and Elections
4. Election Technologies including Biometric Voter Registration

Financial compensation:

LTO positions are considered voluntary. LTOs will receive a per diem to cover meals and incidental expenses, as well as a monthly stipend. LTO housing and travel costs will be borne by EISA.

How to apply:

Interested candidates should register on the EISA database of election experts and observers using this link: <https://eisaelect.org> then submit the 3 paged CV and brief cover letter not exceeding one page), clearly indicating (i) Experience in the area(s) of interest and expertise ((ii) period of availability with the subject line "Liberia LTO" to zahira@eisa.org

Evaluation of Applicants:

Applicants will be screened against qualifications and the competencies specified for each thematic area/subcategory.

Deadline for submissions:

March 24, 2023, or until filled. Interested applicants are encouraged to submit their application documents as soon as possible; decisions will be made on a rolling basis until the position is filled. Due to the large volume of applicants, only those candidates selected for an interview or additional consideration will be notified by EISA. No phone calls or in-person contacts will be entertained.

Note: Because this is an international election observation mission, Liberian citizens are not eligible to serve as LTOs. Only candidates selected for an interview or additional consideration will be notified. Recruitment of LTOs is dependent on the election observation mission obtaining accreditation.