

Yemen MoDA Position Description

COCOM: CENTCOM

Location: Sana'a, Yemen

Grade: GS-14/15

Function: Organizational Change Management

Clearance: SECRET

Title: Senior Advisor

Tour length: 12 months

Background: Yemeni President Abd Rabbuh Mansur Hadi in December 2012 issued a decree ordering the restructure of the Yemeni Armed Forces to both reform Yemen's security forces and to remove remnants of former President Ali Abdullah Saleh's network from official command positions. The new structure establishes five military branches under the Ministry of Defense (MoD): the Army, the Air Force and Air Defense, the Navy and Coastal Defense Forces, the Border Guard, and the Strategic Reserve Forces. The new structure seeks to improve the command and control of Yemen's military forces under the MoD. The successful implementation of these sweeping changes to the structure of the security forces will be a key determinant in the success of Yemen's transition process and fight against al Qaeda in the Arabian Peninsula.

Requirement: The MoDA will support their Yemeni counterparts in leading and managing a comprehensive effort to document, analyze, provide and implement recommendations to reform the organizational structure and processes of the Yemeni MoD. This will require the advisor to partner with key Yemeni leaders and staff to improve MoD horizontal integration and coordination to pursue MoD goals and priorities beyond functional lines, stove pipes, tribal affiliations, and cultural biases. The advisor must be knowledgeable of change management principles and methodologies, and is expected to perform the role of a coach or mentor for senior leaders and staff to enable them to fulfill their respective roles and responsibilities. The advisor must identify deviations in implementation planning and execution, and devise corrective action to achieve full organizational adoption of change. The advisor will be required to utilize performance metrics, such as financial results, operational efficiency, leadership commitment, and communication effectiveness to report progress of reform initiatives.

Specific Tasks:

- Assist Yemeni partners in developing sustainable ministerial structures, systems, processes, administrative functions, and communications flow so the MoD can achieve restructuring goals and support ongoing missions effectively and transparently.
- Analyze and enhance the capability and capacity of the Yemeni MoD for strategic thinking, coordinated planning and military decision making to address immediate, critical strategic and operational requirements.
- In close coordination with the Senior Defense Official (SDO) and the Office of Military Cooperation (OMC), support the coordination and collaboration among related DoD and CENTCOM efforts such as the Defense Institution Reform Initiative (DIRI) and the Defense Institute for International Legal Studies (DIILS).

Desired Knowledge/Skills/Abilities:

- Experience in developing and implementing organizational change solutions in large and complex organizations.
- Knowledge of organizational change management methods, tools, and frameworks.
- Experience across the areas of leadership development, communications, training, and organizational development.
- Demonstrated communication skills and the ability to work collaboratively with counterparts to help them achieve goals through the provision of quality advice, support and mentoring.
- Proven self-starter who can be successful working independently at various organizational levels and with executives/managers/leaders/staffs from multiple functional areas.
- Proven success in individual and organizational capacity building, and demonstrated ability to share knowledge, mentor and coach others.
- Demonstrated ability to work in an environment with limited resources and to apply innovative and creative solutions to resolve problems.
- Demonstrated creative problem solving skills and the ability to work independently or as part of a team.
- Exceptional interpersonal skills, preferably with experience in mentoring, training, and living in an international setting.
- Willingness and ability to immerse themselves with MoD officials on a daily basis and expect to travel throughout Yemen and a strong interest in learning a foreign language
- Arabic language ability is highly desirable, but not required.

Additional Requirements:

- Incumbent must be able to obtain and maintain a SECRET security clearance.
- Arming may be required for force protection by the RSO and CENTCOM.
- Incumbent will be detailed from their home organization for a period of 15 months to include training, preparation and a 12 month Temporary Change of Station (TCS) assignment.

For questions about the MoDA Program or the Yemen Advisor position, contact John Krause at the MoDA Program Office at john.krause.ctr@dsc.mil or 703-607-5222.