

# Advertisement

Associate Experts Programme

## ***Associate Expert in Human Rights***

*Office of the High Commissioner for  
Human Rights (OHCHR),  
West Africa Regional Office*



***Closing date 07 July 2013***

### **Vacancy Announcement RAF-171-10-P007-01-V (B)**

#### **I General information**

<b>Title:</b>	Associate Expert in Human Rights
<b>Sector of Assignment:</b>	Human Rights
<b>Country:</b>	Senegal
<b>Location (City):</b>	Dakar
<b>Agency:</b>	Office of the High Commissioner for Human Rights (OHCHR)
<b>Duration of Assignment:</b>	Initially one year with the possibility to extend up to 3 years
<b>Grade:</b>	P1 step 1 or P2 step 1 in the first year, depending on the level of education and relevant working experience

**Note:** This post is opened in the context of the Junior Professional Officer (JPO) scheme sponsored by the Government of the Netherlands and is addressed exclusively to **people with the Dutch nationality**. For criteria see the website of Nedwor Foundation:  
<http://www.nedworfoundation.nl/Index.htm?hoofdpath=/NL/JPO/General%20Information.htm&hoofdhash>

#### **II Duties, responsibilities and Output Expectations**

##### **General**

To assist the newly established Regional Office in increasing the capacity of human rights components of peacekeeping missions and establishing cooperative relations with countries where OHCHR previously had no presence.

Under the general supervision of the Regional Representative the incumbent shall carry out the following functions:

- He/she assists the team in monitoring and reporting on the human rights situation in the region, paying special attention to breaches of international human rights Law.
- He/she assists the team in planning, implementing and evaluating training and human rights promotion activities in cooperation with the concerned governments, national institutions, regional organizations (ECOWAS), NGOs, and UN agencies.
- He/she assist the Regional Representative in the development of the coordination mechanism at national and regional levels by maintaining a table on human rights activities carried out by UN agencies, donors, national human rights institutions in the region and national and international organisations working in human rights.

- He/she assists the team in developing joint human rights initiatives with the ECOWAS, and UN programmes and agencies, and coordinates OHCHR technical cooperation activities with them and other multi and bilateral actors, including donor governments and NGOs.
- He/she represents, as appropriate, OHCHR in various meetings, consultations and negotiations with various partners in the region.
- He/she assists the Regional Representative in providing support to UN country teams in the region on the integration of human rights into their development programmes, including assisting with advice on strengthening the human rights elements of Common Country Assessments (CCAs) and UN Development Assistance Frameworks (UNDAFs), advice on integrating human rights into specific programmes and advice on increasing the involvement of UN country teams in the process of treaty bodies examining reports from states parties.
- Perform other duties as requested by the Regional Representative.

### **III Training component: Learning elements and expectations**

Upon completion of the assignment the AE/JPO will have :

- A practical understanding of how OHCHR works in the field.
- A deeper understanding of the theory and practice of the human rights-based approach to development.
- The ability to organize regional intergovernmental and expert meetings.
- A practical understanding of how the UN works on development and human rights issues in-country, regionally and globally.
- The ability to develop projects that build a consensus among different stakeholders within the UN, governments and civil society.
- A greater experience in developing and delivering training on various human rights topics.

The AE/JPO training programme includes the following learning elements:

- Orientation programme for Junior Professional Officers and Associate Experts, Turin, Italy 23 September - 4 October 2013
- On-arrival briefing for Associate Expert
- Possibility to participate in the Organization's learning and development programmes for staff at all levels. Programmes are aimed at developing core values, core and managerial competencies and promoting a shared organizational culture and values.

### **IV Supervision**

#### **Title of supervisor:**

OHCHR Regional Representative

#### **Content and methodology of supervision**

Regular performance discussion will take place as needed. In addition, the incumbent will be requested to prepare a personal work plan under the United Nations Performance Appraisal System, the purpose of which is to encourage a higher level of involvement and staff participation in the planning, delivery and evaluation of work. The performance evaluation procedure encompasses detailed work plan, as well as the on-going evaluation that includes mid-year and end-of-the-year review.

### **V Required Qualifications and Experience**

#### **Education:**

Advanced university degree (Master's degree or equivalent) in law, political science, International relations or related areas of social sciences or humanities, preferably with a human rights specialization.

**Working experience (incl. internships and volunteering):**

Preferably 2 to maximum 4 years relevant work experience in human rights and/or development field.

**Languages :**

Fluency in oral and written French and / or English is essential; knowledge of other official UN language is an asset.

**Other skills:**

Knowledge of UN human rights instruments and System is essential. Experience working with UN development agencies is highly desirable. Knowledge of human rights issues in one or more countries of Africa is an asset.

**Key competencies**

- Planning and Organizing – Solid ability to establish priorities and to plan work assignments, respond to competing demands and work under pressure of frequent and tight deadlines.
- Communication - Strong communication (spoken and written) skills, including the ability to produce a variety of written inputs in a clear, concise style, to convey complex concepts and recommendations in a clear, concise style and to deliver presentations to external audiences; and to deliver presentations to external audiences. Demonstrated openness in sharing information and keeping people informed.
- Teamwork – Ability to work in a multi-cultural, multi-ethnic environment with respect for diversity.

**VI Background information on Agency/Department/Section**Office of the United Nations High Commissioner for Human Rights (OHCHR)

The mission of the Office of the United Nations High Commissioner for Human Rights is to ensure the universal enjoyment of all human rights by giving practical effect to the will and resolve of the world community as expressed by the United Nations.

On 3 December 2007, OHCHR signed an agreement with the Government of Senegal establishing a new regional office that will cover Benin, Burkina Faso, Cape Verde, Côte d'Ivoire, Gambia, Ghana, Guinea, Guinea-Bissau, Liberia, Mali, Niger, Nigeria, Senegal, Sierra Leone and Togo. Its work will be complementary to that of existing OHCHR presences in the region, the country office in Togo and the human rights components of peace missions in Côte d'Ivoire, Guinea-Bissau, Liberia and Sierra Leone.

In its initial phase, the Regional Office will focus on increasing the capacity of the human rights components of peace missions and establishing cooperative relations with countries where OHCHR has no presence, including Benin, Burkina-Faso, Cape Verde. It will work with governments, intergovernmental and non-governmental organizations, as well as United Nations partners, to formulate and implement strategies and programmes to support the promotion and protection of human rights in the region. OHCHR is in the process of recruiting staff for the office.

**VIII How to apply**

Candidates who would like to apply should do so by e-mail only, indicating the VA Number in the subject heading of the e-mail to [tcrecruit@un.org](mailto:tcrecruit@un.org)

Applications must include a letter of motivation and the United Nations Personal History Statement. This form can be downloaded from <http://esa.un.org/techcoop/associateexperts/index.html>

Applications must be received no later than **07 July 2013**. Applications received after this date will not be considered.

Applicants will receive a confirmation of receipt.

Only short-listed candidates will be contacted thereafter.