


Vacancy announcement		
UN JPO Programme		
<i>JPO in Human Rights (LGBT)</i>		
<i>United Nations Secretariat, Office of the United Nations High Commissioner for Human Rights (OHCHR), Women's Human Rights and Gender Section</i>		<i>Closing Date</i> 14 August 2017
<u>Vacancy Announcement INT-171-16-P022</u>		
I General information		
Title:	JPO in Human Rights (LGBT)	
Sector of Assignment:	Human Rights, Rights of lesbian, gay, bisexual, transgender and intersex persons, Sexual Orientation, Gender Identity, Intersex status	
Country:	Switzerland	
Location (City):	Geneva	
Agency:	United Nations Secretariat, Office of the United Nations High Commissioner for Human Rights (OHCHR), Women's Human Rights and Gender Section	
Duration of Assignment:	Initially a one year fixed-term appointment, with the possibility to extend up to 3 years	
Grade:	P1 step 1 or P2 step 1 in the first year, depending on the level of education and relevant working experience	
<p>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 candidates from developing Countries (i.e. least developed countries). Candidates <u>MUST BE NATIONALS OF A DEVELOPING COUNTRY THAT APPEARS ON THE FOLLOWING LIST</u> of the Dutch JPO Programme: http://www.nedworcfoundation.nl/pdf/List%20of%20eligible%20developing%20countries%20-%202015.pdf For general information on the Dutch JPO Programme and additional conditions see the website of the Dutch Nedworc Foundation: http://www.nedworcfoundation.nl/Index.htm?hoofdpath=/NL/JPO/General%20Information.htm&hofdhash Please read the criteria and FAQ section carefully before applying.</p>		
II Duties, responsibilities and Output Expectations		
General		

The objective of this JPO post is to support the work of OHCHR to strengthen protection, respect and fulfilment of the human rights of lesbian, gay, bisexual, transgender (LGBT) and intersex persons in line with international human rights standards.

Under the overall supervision of the Chief of the Section, the Junior Human Rights Officer will be responsible for the following duties:

- Contribute to research and analysis of patterns of human rights violations affecting LGBT and intersex persons and to the preparation of fact sheets, publications, tools and other material on the human rights of LGBT and intersex persons.
- Assist colleagues supporting human rights treaty bodies, special procedures and the Universal Periodic Review in relation to human rights violations based on sexual orientation and gender identity, including sharing relevant information and providing written inputs as required.
- Support the implementation of the UN Free & Equal campaign by contributing to the development of public information materials, maintaining contact with relevant campaign partners and UN field presences, supporting the participation of equality champions, and assisting with the organization of events.
- Contribute to the preparation of briefing notes, talking points and speeches for senior UN and OHCHR representatives on human rights, sexual orientation, gender identity and intersex status.
- Assist field presences in responding to human rights violations perpetrated against individuals on the basis of sexual orientation and gender identity, including by contributing to substantive legal and technical advice in relation to discriminatory laws, policies and practices.
- Support increased engagement of civil society organizations and human rights defenders working in this field with UN human rights mechanisms including treaty bodies, special procedures and the Universal Periodic Review.
- Support building internal and external capacity on the human rights of LGBT and intersex people through the delivery of presentations and training materials. Support public information activities and events relating to LGBT and intersex issues, including in liaison with the Communications Section and field presences.
- Contribute to the drafting of media releases, newspaper articles, webstories and correspondence.
- Support OHCHR implementation and follow up of intergovernmental resolutions relating to sexual orientation and gender identity.

III Training component: Learning elements and expectations

On completion of the assignment, the JPO will:

- Have gained expertise in relation to the application of international human rights law to the human rights situation LGBT and intersex individuals;
- Have a good understanding of political dynamics shaping inter-governmental discussion of these issues;
- Have developed their communication competencies by working with a variety of actors including Government, UN agencies, civil society and victims, including in the context of the Free & Equal campaign and capacity building activities;
- Have gained experience in legal analysis and research and the functioning of the international human rights system, its mechanisms and its application on the ground;

The JPO Programme includes the following learning elements:

- On-arrival briefing in Geneva, Switzerland
- Possibility to participate in an orientation programme for Junior Professional Officers at United Nations System Staff College

- 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
- The JPO position includes a Duty travel and training allowance (DTTA) of \$4000 per year which may be used for learning activities related to the assignment and career development.

IV Supervision

Title of supervisor:

Chief of the Global Issues Section and Senior Advisor on the Human Rights of LGBT persons, OHCHR

Content and methodology of supervision

Establishment of a Work Plan: During the first month of the assignment, the JPO will work jointly with his/her direct supervisor to finalize an agreed upon work plan. The final work plan will be discussed and mutually agreed to by the JPO and his/her supervisor.

Evaluation: The United Nations Performance Evaluation System (e-performance) will serve as a primary platform to evaluate the JPO’s performance. In addition, there will be regular supervisory meetings between the supervisor and the staff member as well as regular team meetings to coordinate assignments and manage workload.

V Required Qualifications and Experience

Education:

Advanced university degree (Master’s degree or equivalent) in law or other disciplines related to human rights. A first-level university degree in combination with two additional years of qualifying experience may be accepted in lieu of the advanced university degree.

Working experience:

Minimum 2 to maximum 4 years of relevant working experience in the human rights or closely related field. Previous experience working in the area of human rights, sexual orientation, gender identity and intersex status. Internships and voluntary work may be considered at 50% if deemed relevant.

Languages:

Fluency in English (both oral and written) is required; knowledge of either French or Spanish is desirable. Knowledge of another UN official language is an advantage.

Key competencies:

PROFESSIONALISM: General theoretical knowledge of the mandates, functioning and output of United Nations human rights bodies and mechanisms and of United Nations human rights norms and standards is desirable; ability to analyse laws, policies and practices for compliance with international human rights standards; knowledge of the human rights challenges facing individuals on the basis of their actual or perceived sexual orientation, gender identity or intersex status; knowledge and understanding of public-information and advocacy work; ability to produce a variety of written reports in a clear and concise style and to deliver presentations to external audiences; takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work

COMMUNICATION: Speaks and writes clearly and effectively; Listens to others, correctly interprets messages from others and responds appropriately; Asks questions to clarify, and exhibits interest in having two-way communication; Tailors language, tone, style and format to match the audience; Demonstrates openness in sharing information and keeping people informed

TEAMWORK: Works collaboratively with colleagues to achieve organizational goals; Solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; Places team agenda before personal agenda; Supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; Shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

PLANNING & ORGANIZING: Develops clear goals that are consistent with agreed strategies; Identifies priority activities and assignments; adjusts priorities as required; Allocates appropriate amount of time and resources for completing work; Foresees risks and allows for contingencies when planning; Monitors and adjusts plans and actions as necessary; Uses time efficiently.

RESPECT FOR DIVERSITY: Works effectively with people from all backgrounds; Treats all people with dignity and respect; Treats men and women equally; Shows respect for and understanding of diverse points of view and demonstrates this understanding, in daily work and decision-making; Examines own biases and behaviours to avoid stereotypical responses; Does not discriminate against any individual or group.

VI Background information on Agency/Department/Section

The mission of the Office of the United Nations High Commissioner for Human Rights (OHCHR) is to work for the protection of all human rights for all people; to help empower people to realize their rights; and to assist those responsible for upholding such rights in ensuring that they are implemented. OHCHR is guided in its work by General Assembly resolution 48/141, the Charter of the United Nations, the Universal Declaration of Human Rights and subsequent human rights instruments, the Vienna Declaration and Programme of Action, the 1993 World Conference on Human Rights, and the 2005 World Summit Outcome Document.

In the past years OHCHR has led the United Nations in raising awareness of human rights violations linked to sexual orientation or gender identity, advocating for the worldwide repeal of laws criminalizing homosexuality and transgender persons and for other measures to counter violence and discrimination directed at LGBT and intersex individuals, including through the UN Free & Equal public education campaign, human rights monitoring and advocacy, documenting and reporting on the human rights situation of LGBT and intersex persons, elaborating guidance and tools for States and other stakeholders, supporting the work of human rights mechanisms, and promoting greater integration of this issue in the work of the UN system as a whole.

In light of increasing demand on OHCHR to support States and other stakeholders to implement UN recommendations in this field, it is therefore proposed to strengthen institutional capacity through the establishment of an Associate Expert post dedicated to supporting the work OHCHR in this field, who will support a range of activities designed to promote and protect the human rights of LGBT and intersex persons.

VII How to apply

Candidates who would like to apply should do so by e-mail only, indicating the Number of the Vacancy announcement in the subject heading of the e-mail to tcrecruit@un.org

Applications must include a letter of motivation and the [United Nations Personal History Statement](#).

This form can be downloaded from <https://www.un.org/development/desa/jpo/jpo-vacancies/>

Please do NOT attach any other documents to your application.

Applications must be received no later than COB **14 August 2017**.

Applications received after this date will not be considered. Applicants will receive a confirmation of receipt.

Only short-listed candidates will be contacted thereafter for further assessment.

Evaluation of qualified candidates may include a written assessment exercise followed by competency-based interviews.