

# Advertisement

Associate Experts Programme

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

*United Nations,  
Office of the High Commissioner for  
Human Rights (OHCHR),  
Women's Rights and Gender Section*



**Closing date**  
**01 February 2015**

### **Vacancy Announcement INT-171-14-P133-01-V**

#### **I General information**

<b>Title:</b>	Associate Expert in Human Rights
<b>Sector of Assignment:</b>	Human Rights
<b>Country:</b>	Switzerland
<b>Location (City):</b>	Geneva
<b>Agency:</b>	United Nations Office of the High Commissioner for Human Rights (OHCHR)
<b>Duration of Assignment:</b>	Initially one year with the possibility for extension 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 candidates with the Dutch nationality**. For criteria see the website of Nedworc Foundation:  
<http://www.nedworcfoundation.nl/Index.htm?hoofdpath=/NL/JPO/General%20Information.htm&hofdhash>

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

##### **General:**

To support the Women's Rights and Gender Section of the Office of the High Commissioner for Human Rights (OHCHR)

Within delegated authority, the Associate Expert will be responsible for the following duties:

- Provide assistance and support to OHCHR's activities in the areas of women's human rights, particularly sexual and reproductive health and reproductive rights;
- Research and draft talking points and speeches on women's human rights and sexual and reproductive health and reproductive rights, for the High Commissioner, the Deputy High Commissioner, the Assistant Secretary General in NY, and other senior managers as requested
- Research and draft reports to the Human Rights Council on women's human rights and sexual and reproductive health and reproductive rights
- Contribute to providing inputs to position papers, reports, and other documents developed by the Office on the areas
- Assist in the dissemination and implementation of the High Commissioner's technical guidance on the application of a human rights based approach to the implementation of policies and programmes to reduce preventable maternal mortality and morbidity.
- Assist in advising OHCHR colleagues, and partner UN entities, on women's human rights in the context of international discussions, such as the post-2015 development framework discussions and the Beijing +20, as well as at key forums such as the Commission on the Status of Women and the Commission on Population and Development
- Perform other duties as requested by the supervisor.

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

On completion of the assignment, the Associate Expert will have/be able to:

- Developed a good overview and understanding of UN human rights mechanisms
- Gained substantive knowledge in human rights
- Gained insight into communication with a variety of stakeholders
- Conduct substantive research on human rights law
- Organize capacity building workshops for the United Nations
- Provide substantive inputs on documents to ensure attention to women's human rights
- Prepare periodic and ad hoc reports

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

- On-arrival briefing in Geneva.
- Possibility to participate in an orientation programme for Junior Professional Officers in Turin/Italy in fall 2015.
- 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.
- A Duty travel and Training Allowance (DTTA) of 4000 USD per year to be used for learning activities related to the assignment.

## **IV Supervision**

### **Title of supervisor:**

Chief of the Women's Rights and Gender Section

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

Supervision and guidance are provided on a continuing basis. Regular informal performance evaluation will take place as needed. Establishment of a Work Plan: During the first month of the assignment, the Associate Expert will work jointly with the direct supervisor to finalize a work plan. Evaluation: The United Nations Performance Evaluation System (e-performance) will serve as a primary platform to evaluate of the Associate Expert's performance.

## **V Required Qualifications and Experience**

### **Education:**

Advanced university degree (Master's degree or equivalent) preferable in law, political science, international relations or other disciplines related to human rights.

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

A minimum of 2 years and a maximum of 4 years of relevant work experience.  
General Knowledge and previous experience working on women's human rights is desirable.

### **Languages :**

English and French are the working languages of the United Nations Secretariat. For this position fluency in English, (both oral and written) is required. Knowledge of another UN language would be an asset.

### **UN competencies:**

Professionalism: Good knowledge of and exposure to a range of human rights issues, good knowledge of institutional mandates, policies and guidelines related to human rights;  
Communication: Strong communication (spoken, written and presentation) skills, including ability to produce a variety of written reports and documents in a clear concise style;  
Planning and organizing: Ability to establish priorities and to plan work assignments, juggle competing demands and work under pressure of frequent and tight deadlines;  
Team work: Proven interpersonal skills and ability to work in a multi-cultural environment with sensitivity and respect for diversity, sound judgment and good team spirit, communication and teamwork;

## **VI Background information on Agency/Department/Section**

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.

### **Functions and Organization of OHCHR**

The Office of the United Nations High Commissioner for Human Rights:

- (a) Promotes 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;
- (b) Plays the leading role on human rights issues and emphasizes the importance of human rights at the international and national levels;
- (c) Promotes international cooperation for human rights;
- (d) Stimulates and coordinates action for human rights throughout the United Nations system;

- (e) Promotes universal ratification and implementation of international standards;
- (f) Assists in the development of new norms;
- (g) Supports human rights organs and treaty monitoring bodies;
- (h) Responds to serious violations of human rights;
- (i) Undertakes preventive human rights action;
- (j) Promotes the establishments of national human rights infrastructures;
- (k) Undertakes human rights field activities and operations;
- (l) Provides education, information advisory services and technical assistance in the field of human rights.

The Office of the United Nations High Commissioner for Human Rights is headed by a High Commissioner with the rank of Under-Secretary-General.

### **Women's Rights and Gender Section**

The Women's Human Rights and Gender Section (WRGS) became fully functional in 2007 to strengthen OHCHR's work on women's human rights and gender issues. The role of the Section is to catalyse, facilitate, coordinate and provide a centre for knowledge.

There are four thematic focuses of the office; women, peace and security & violence against women; gender integration; non-discrimination & social justice; and trafficking.

Work of the Section includes:

- Ensuring commitments of UN Member States to address violations of women's human rights,
- Representing OHCHR in inter-agency efforts relating to gender equality and the advancement of women,
- Promoting gender integration across OHCHR and across broader UN planning and programmes in order to maximize the potential of UN human rights mechanisms to actively address "gender justice",
- Promoting, developing and supporting the High Commissioner's leadership on women's human rights and gender issues,
- Providing legal analysis as a basis for the development of globally relevant guidelines and principles to advance the HC's strategic priorities,
- Producing thematic reports, statements and tools; conducting training, capacity-building and briefings pertaining to women's human rights and gender,
- Facilitating dialogue among stakeholders and developing a network of experts and NGOs to leverage expertise and advance the women's human rights agenda.

The structure of OHCHR includes, headquarters facilitators, regional advisors and focal points in field presences, supported by an office-wide architecture

## **VII 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 **01 February 2015**. Applications received after this date will not be considered. Applicants will receive a confirmation of receipt. **Only short-listed candidates will be contacted thereafter.**