

<h1>Advertisement</h1>	
Junior Professional Officer	
<b><i>Associate Expert in Human Rights</i></b>	
<i>United Nations Office of the High Commissioner for Human Rights</i>	<b>Closing Date</b> <b>17 April 2016</b>
<b>I General information</b>	
<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>	United Nations 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
<p><b>Note :</b> 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 <b>candidates with the Dutch nationality</b>.</p> <p>Candidates <b><u>MUST BE NATIONALS OF THE NETHERLANDS TO APPLY.</u></b></p> <p>For general information on the Dutch JPO visit the website of Nedworc Foundation:  <a href="http://www.nedworcfoundation.nl/Index.htm?hoofdpath=/NL/JPO/General%20Information.htm&amp;hoofdhash">http://www.nedworcfoundation.nl/Index.htm?hoofdpath=/NL/JPO/General%20Information.htm&amp;hoofdhash</a></p> <p><b>Please read the criteria and FAQ section carefully before considering applying.</b></p>	
<b>II Duties, responsibilities and Output Expectations</b>	
<b>General</b>	
<p>The objective of this JPO post is to serve within the Regional Office that works 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.</p>	
<p>Within delegated authority, the JPO will be responsible for the following duties:</p> <ul style="list-style-type: none"> <li>• Monitoring and reporting on the human rights situation in the region, paying special attention to breaches of international human rights Law;</li> <li>• Contribute to planning, implementing and evaluating training and human rights promotion</li> </ul>	

activities in cooperation with the concerned governments, national institutions, regional organizations (ECOWAS), NGOs, and UN agencies;

- Develop and administer technical cooperation programmes and projects on various human rights issues, including on children rights as well as monitor, coordinate and evaluate their implementation in coordination with national and international stakeholders;
- Develop joint human rights initiatives, projects and programmes with UNICEF, UNDP, OCHA and other UN programmes and agencies, and coordinates OHCHR technical cooperation activities with them and other multi-and bi-lateral actors, including donor Governments and NGOs;
- Participate as a resource person in human rights seminars, workshops and other fora organized in Senegal as well as in the region;
- Provide backstopping support for the formulation, monitoring and evaluation of national technical cooperation projects in the sub-region, including budgetary and administrative aspects of project management;
- Contribute 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;
- Represent, as appropriate, OHCHR in various meetings, consultations and negotiations with various partners in the region;
- Assist 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 JPO will have/ will be able to and be expected to have developed:

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

The JPO training programme includes the following learning elements:

- On-arrival briefing in Dakar, Senegal
- Possibility to participate in an orientation programme for Junior Professional Officers in Turin, Italy in fall 2016

- 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:

OHCHR Regional Representative

### 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 (Masters level) in law, political science, international relations or related areas of social sciences or humanities, preferably with a human rights specialization.

### Working experience:

Two to **maximum four years** of relevant working experience, in the field of human rights and/or development. Knowledge of human rights issues in one or more countries of Africa is an asset. Internships and voluntary work may be considered at 50% if deemed relevant.

### Languages:

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

### Key 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.

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 Guinea and the human rights components of peace missions in Côte d'Ivoire, Guinea-Bissau, Liberia and Sierra Leone.

## **VII Information on living conditions at Dakar, Senegal.**

The assignment will take place in the nation's capital, Dakar, a family duty station (Hardship classification A).

The living conditions in Dakar are good, as well as the access to health services.

The accommodation facilities are in general good and the choice is wide. It is possible to rent unfurnished and furnished accommodations.

Staff Members' spouses are entitled to a local work permit upon request.

## **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 **17 April 2016**. Applications received after this date will not be considered. Applicants will receive a confirmation of receipt.

**Only short-listed candidates will be contacted thereafter.**