

<h1>Vacancy announcement</h1>		
<h2>UN JPO Programme</h2>		
<h3>JPO in Human Rights</h3>		
United Nations Office of the High Commissioner for Human Rights (OHCHR), Syria Office		<b>Closing date</b> <b>10 March 2026</b> <b>6pm EST</b>
<b><u>Vacancy Announcement # 25P175</u></b>		
<b>I General information</b>		
<b>Title:</b>	JPO in Human Rights	
<b>Sector of Assignment:</b>	Human Rights	
<b>Country:</b>	Syria	
<b>Location (City):</b>	Damascus	
<b>Agency:</b>	United Nations Office of the High Commissioner for Human Rights (OHCHR), Syria Office	
<b>Duration of Assignment:</b>	Initially one year with the possibility to extend up to a maximum of 3 years	
<b>Grade:</b>	P2 step 1 in the first year	
<p>This post is opened in the context of the Junior Professional Officer (JPO) scheme sponsored by the Government of the Netherlands and is addressed <b>exclusively to CANDIDATES WITH DUTCH CITIZENSHIP</b>.</p> <p>Eligibility is restricted to candidates who are 32 years of age or below as of 31 December of the application year (i.e. born on or after 1 January 1994).</p> <p>For general information on the Dutch JPO Programme please visit the website of the Nedworc Foundation: <a href="#">Junior Professional Officer Programme - Nedworc Foundation</a>  <b>Please read the criteria and FAQ section carefully before applying.</b></p>		
<b>II Duties and responsibilities</b>		
This JPO position supports the work of OHCHR's Syria Office in research pertaining to human rights matters.		
<p>Within delegated authority, the Junior Professional Officer will be responsible for the following duties:</p> <ul style="list-style-type: none"> <li>• Researches and collects information pertaining to human rights matters, including their gender dimensions from a variety of data sources (e.g. communications, publications, the press) to keep abreast of issues/events and provide up-to-date information; assists in the analysis of information, to include the impact on the countries and thematic mandates on the human rights situation in assigned area, including on rule of law and transitional justice matters.</li> <li>• Maintains awareness of current human rights issues, to include relevant political and legal developments in the country(ies) concerned and prepare relevant reports.</li> </ul>		

- Develops fundraising proposals and liaises with donors. Performs consulting assignments, in collaboration with the client, by planning facilitating workshops, through other interactive sessions and assisting in developing the action plan the client will use to manage the change.
- Supports the design of the office work plan and the country programme.
- Assists in establishing budget requirements and monitoring implementation, including as it relates to donor-funded programming
- Participates in human rights training programmes for State officials, representatives of the civil society and human rights non-governmental organizations (NGOs) in order to promote national capacity building.
- Reviews human rights issues, including their gender dimensions, and participates in discussions with other Human Rights Officers (HROs) on the integration of these issues into political, humanitarian and economic efforts and programmes.
- Assists in promoting efforts for community mobilization and those that focus on exercise of rights of population.
- Participates with other HROs in discussions with relevant authorities and other influential actors with the aim of stopping or preventing human rights violations or seeks other remedial action by the authorities to prevent similar violations occurring in the future.
- Liaises with government, NGOs, Civil Society organizations, UN agencies and other partners to create baseline data on the human rights situation, with special attention to vulnerable groups.
- Contributes to the collection and analysis of data as well as identification of trends or patterns and provides draft insights through graphs, charts, tables and reports using data visualization methods for data-driven planning, decision-making, presentation and reporting.
- Performs other related duties as required.

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

On completion of the assignment, the JPO will have:

- Deepened knowledge of human rights issues, mechanisms, and mandates, particularly as relates to Syria
- Prepared documents and deliverables to be shared with governments, international organisations and non-governmental organisations
- Strengthened communication and analytical skills around human rights programming and impacts

The JPO Programme includes the following learning elements:

- Participation in the “2026 JPO Orientation Programme” organised by the United Nations System Staff College in Turin from 9 to 27 November 2026.
- Possibility to participate in the Organization’s learning and development programmes for staff at all levels. Programmes are aimed at developing core values, core competencies and promoting a shared organizational culture and values
- The JPO position includes a Duty travel and training allowance (DTTA) of \$4,000 per year which may be used for learning activities related to the assignment and to career development.

### **IV Supervision**

**Title of supervisor:** Officer in Charge

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

Weekly meeting with supervisor and participation in weekly office/unit meetings

**Establishment of a Work Plan:** During the first month of the assignment, the Junior Professional Officer (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 of the JPO's performance.

## V Required Qualifications and Experience

### Education:

An advanced university degree (master's degree or equivalent) in business administration, management, economics or a related field is required.

*In exceptional cases, candidates with a first-level university degree (bachelor's degree or equivalent) in combination with two additional years (i.e. a minimum of 4 years) of qualifying experience may be accepted in lieu of an advanced university degree.*

### Work experience:

Minimum of two years of relevant work experience in human rights is required (a minimum of four years with a first-level university degree (bachelor's degree or equivalent)).

Experience in working on human rights issues related to the Middle East and North Africa region is desirable

Work experience within the UN system should not exceed 1 year (including internships, UNV and consultancies)

Only work experience acquired **after the first-level university degree** (bachelor's degree or equivalent) can be considered.

Internships and volunteering may be counted at 50% if considered relevant.

### Languages:

English and French are the working languages of the UN Secretariat. For this position, fluency in English is required. Knowledge of Arabic is desirable.

### Other skills:

Knowledge and understanding of results-based management is desirable.

### UN competencies:

**PROFESSIONALISM:** Shows pride in work and in achievements; Demonstrates professional competence and mastery of subject matter; Is conscientious and efficient in meeting commitments, observing deadlines and achieving results; Is motivated by professional rather than personal concerns; Shows persistence when faced with difficult problems or challenges; Remains calm in stressful situations.

**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.

**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

CREATIVITY: Actively seeks to improve programmes or services; Offers new and different options to solve problems or meet client needs; Promotes and persuades others to consider new ideas; Takes calculated risks on new and unusual ideas; thinks "outside the box"; Takes an interest in new ideas and new ways of doing things; Is not bound by current thinking or traditional approaches

### **Workforce Diversity**

The United Nations believes that an inclusive culture attracts the best talent and encourages all qualified applicants, regardless of gender, disability, sexual orientation, cultural or religious backgrounds, to apply.

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

The Office of the High Commissioner for Human Rights (UN Human Rights) is the leading UN entity on human rights. We represent the world's commitment to the promotion and protection of the full range of human rights and freedoms set out in the Universal Declaration of Human Rights. Both the High Commissioner and the Office have a unique role to:

- Promote and protect all human rights: We speak out objectively in the face of human rights violations and help elaborate the standards that are used to evaluate human rights progress worldwide.
- Help empower people: Our research, education, and advocacy activities, contributes to the increased awareness and engagement by the international community and the public on human rights issues. This means thousands of people in all regions of the world are empowered to claim their rights.
- Assist Governments: Through our field presences, we help prevent abuses and contribute to defusing situations that could lead to conflict. Our monitoring and analysis feeds sensitive decision-making and development programming. We also provide capacity-building and legal advice to thousands, supporting the development and judicious enactment of laws and policies the world around.
- Inject a human rights perspective into all UN programmes: We mainstream human rights into all UN programmes to ensure that peace and security, development, and human rights - the three pillars of the UN - are interlinked and mutually reinforced.

The Syria Office covers the full range of human rights- and rule of law-related issues that fall within the protection and promotion mandate of UN Human Rights. The Office's programming is organised around four main components: monitoring and reporting, rule of law and transitional justice, civil society and technical cooperation, and human rights in humanitarian action.

## **VII Information on the Duty Station**

The United Nations classifies duty stations into six categories (H, A, B, C, D, E) based on living and working conditions. Categories range from H (Headquarters) to E (most difficult).

Damascus is designated as a non-family duty station and with a hardship classification E.

More information on the hardship scheme can be found via

[International Civil Service Commission \(ICSC\)](#)

More details on living conditions at the duty station will be provided at the time of onboarding.

## **VIII How to apply**

Applicants should submit their application **online** via:

<https://owa.undesa.it/oas/oas.aspx?CMD=START&CP=1>

More information on how to apply can also be found on the following website:

<https://jpo.desa.un.org/>

Applications must be received no later than **10 March 2026, 6.00 pm (Eastern Standard Time UTC-5, New York USA)**. Applications received after this date will not be considered.

Applicants will receive a confirmation of receipt.

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