

<h1>Vacancy announcement</h1>		
<h2>UN JPO Programme</h2>		
<h3>JPO in Human Rights</h3> <i>(LGBTI people, Gender Equality, Women's Rights)</i>		
United Nations Office of the High Commissioner for Human Rights (OHCHR), Women's Human Rights and Gender Section (WHRGS)		Closing date 10 March 2026 6pm EST
<u>Vacancy Announcement # 25P153</u>		
I General information		
Title:	JPO in Human Rights <i>(LGBTI people, Gender Equality, Women's Rights)</i>	
Sector of Assignment:	Human Rights	
Country:	Switzerland	
Location (City):	Geneva	
Agency:	United Nations Office of the High Commissioner for Human Rights (OHCHR), Women's Human Rights and Gender Section (WHRGS)	
Duration of Assignment:	Initially one year with the possibility to extend up to a maximum of 3 years	
Grade:	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 exclusively to CANDIDATES WITH CITIZENSHIP OF ONE OF THE FOLLOWING COUNTRIES: Afghanistan, Bangladesh, Benin, Burkina Faso, Burundi, Chad, Colombia, Democratic Rep. Congo (DRC), Ethiopia, Ghana, India, Indonesia, Iraq, Ivory Coast, Jordan, Kenya, Lebanon, Mali, Mozambique, Niger, Nigeria, Palestinian Territory, Senegal, Somalia, South-Sudan, Tunisia, Uganda, Ukraine, Vietnam, Yemen</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: Junior Professional Officer Programme - Nedworc Foundation Please read the criteria and FAQ section carefully before applying.</p>		
II Duties and responsibilities		
This JPO position supports the work of OHCHR to strengthen protection, respect and fulfilment of the human rights of lesbian, gay, bisexual, transgender and intersex (LGBTI) persons in line with international human rights standards, and support OHCHR's work on gender equality and women's rights.		

Within delegated authority and under the supervision of the Team Leader, rights of LGBTI people and the overall supervision of the Section Chief, Women's Human Rights and Gender Section, OHCHR, the JPO will be responsible for the following duties:

- Assist OHCHR field presences in addressing the human rights of LGBTI people, gender equality and women's rights including in relation to technical cooperation, review of legal and policy documents and addressing human rights violations. Subject to sufficient duty travel and training allowance funds, this can include a temporary assignment to an OHCHR field office to support work in this thematic area at country and/or regional level.
- Contribute to monitoring, research and analysis of patterns of human rights violations based on sexual orientation, gender identity and sex characteristics and to the preparation of fact sheets, publications, tools and other material relating to LGBTI people, gender equality and women's rights.
- Engage with and support UN and other human rights mechanisms including treaty bodies, special procedures and Universal Periodic Review in relation to the human rights of LGBTI people, gender equality and women's rights.
- Support the development of public information materials for the OHCHR-led UN Free & Equal campaign and implementation of campaign activities at global and field level.
- Contribute to OHCHR advocacy on the human rights of LGBTI people, gender equality and women's rights, including through the preparation of briefing notes, talking points and speeches for senior UN and OHCHR representatives.
- Support increased engagement of civil society organizations and human rights defenders working on the rights of LGBTI people, gender equality and women's rights with UN human rights mechanisms.
- Support building OHCHR, UN and external capacity on the human rights of LGBTI people, gender equality and women's rights through the delivery of training sessions and presentations.
- Contribute to collaboration and coordination of UN-system initiatives on the rights of LGBTI people, gender equality and women's rights and development and implementation of UN-system policies and guidance.
- Contribute to the drafting of media releases, press briefing notes, web stories and correspondence.
- Support OHCHR implementation and follow up of intergovernmental resolutions relating to sexual orientation and gender identity, gender equality and women's rights.
- Establish and maintain close working relationships with OHCHR colleagues, United Nations partners, State officials, national human rights institutions, civil society organizations and regional organizations to achieve OHCHR goals and objectives in relation to the human rights of LGBTI people, gender equality and women's rights.
- Perform other duties as may be required.

III Training component: Learning elements and expectations

On completion of the assignment, the JPO will have:

- Good knowledge of OHCHR mandate, international human rights law and relevant UN and other mechanisms, particularly in relation to gender equality and the human rights of LGBTI people.
- Carry out human rights monitoring and analysis and draft reports on specific human rights situations.
- Liaise with States, civil society, national human rights institutions, business, United Nations and other partners and stakeholders to collaborate on addressing the human rights situation of LGBTI people, gender equality and women's rights.

- Formulate project documents and support implementation of programmes and monitor progress to address human rights issues related to LGBTI people, gender equality and women’s rights.
- Mainstream the human rights of LGBTI people, gender equality and women’s rights into other areas of OHCHR’s and the UN’s work.
- Engage in a broad range of activities and technical assistance in the area of the human rights of LGTI people, gender equality and non-discrimination with UN agencies and other relevant stakeholders.

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: Team Leader

Content and methodology of supervision

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 law or other discipline related to human rights 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.

Substantive parts of the candidates’ academic qualification (Bachelor and/or Master) must have taken place in a country that appears on the list of eligible countries.

[eligible-countries-DC-JPOs.pdf](#)

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)).

Previous experience working in the area of human rights, sexual orientation, gender identity and sex characteristics is a requirement. Experience in research and drafting is a requirement. Previous experience working in the area of gender equality and women's rights is desirable. Work experience at a regional or international level 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 United Nations Secretariat. For the post advertised, fluency and excellent skills in written and oral English is required. Proficiency in another UN language is desirable.

Other skills:

Experience delivering human rights training and/or knowledge and expertise in human rights standards and analysis is highly desirable.

UN competencies:

PROFESSIONALISM: Knowledge and understanding of theories, concepts and approaches relevant to human rights, gender equality, non-discrimination and socio-economic issues. Ability to identify issues, analyze and participate in the resolution of issues/problems. Ability to conduct data collection using various methods. Conceptual analytical and evaluative skills to conduct independent research and analysis, including familiarity with and experience in the use of various research sources. Ability to apply judgment in the context of assignments given, plan own work and manage conflicting priorities. 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. 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

ACCOUNTABILITY: Takes ownership of all responsibilities and honors commitments; Delivers outputs for which one has responsibility within prescribed time, cost and quality standards; Operates in compliance with organizational regulations and rules; Supports subordinates, provides oversight and takes responsibility for delegated assignments; Takes personal responsibility for his/her own shortcomings and those of the work unit, where applicable.

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 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 decades OHCHR has been a leading voice within the United Nations in raising awareness of human rights violations linked to sexual orientation, gender identity and sex characteristics, advocating for the worldwide repeal of laws criminalizing consensual same-sex relations and transgender persons and for other measures to counter violence and discrimination directed at LGBTI people, including through the UN Free & Equal public education campaign, human rights monitoring and advocacy, documenting and reporting on the human rights situation of LGBTI people, elaborating guidance and tools for States, human rights defenders, business 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. The OHCHR team working on the human rights of LGBTI people works in close collaboration with the team supporting the UN Independent Expert on protection against violence and discrimination based on sexual orientation and gender identity and other UN human rights mandate holders and mechanisms.

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 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 LGBTI persons, gender equality, and women's rights.

More information on the work of OHCHR in this field can be found here:

<https://www.ohchr.org/en/sexual-orientation-and-gender-identity>

VII How to apply

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

<https://owa.undesa.it/oas/oas.aspx?CMD=START&CP=7>

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.