

<b>Vacancy announcement</b>		
<b>UN JPO Programme</b>		
<b>JPO in Human Rights</b>		
United Nations Office of the High Commissioner for Human Rights (OHCHR), Thematic and Special Procedures Division, Special Procedures, Equality and Non-Discrimination Section		<b>Closing date</b> <b>10 March 2026</b> <b>6pm EST</b>
<b><u>Vacancy Announcement # 25P321</u></b>		
<b>I General information</b>		
<b>Title:</b>	JPO 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), Thematic and Special Procedures Division, Special Procedures, Equality and Non-Discrimination Section	
<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</b> to <b>CANDIDATES WITH CITIZENSHIP OF ONE OF THE FOLLOWING COUNTRIES:</b></p> <p>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><b>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).</b></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 mandate of the Special Rapporteur on freedom of religion or belief.		

Under the general supervision of the Chief of Special Procedures and the direct supervision of the Chief of the Equality and Non-Discrimination Section and in close collaboration with and under the guidance of the professional staff member supporting the mandate of the Special Rapporteur on freedom of religion or belief, the Junior Professional Officer will assist in:

- researching a broad range of issues relating to the enjoyment of the right to freedom of religion or belief.
- drafting of a wide range of documents, notably correspondence with Governments, in follow-up to information submitted to the Special Rapporteur from individuals, groups, and other stakeholders, on the right to freedom of religion or belief as well as briefing notes and talking points to assist the Special Rapporteur to participate in key events and media releases.
- preparing country visits of the Special Rapporteur, most notably, timely preparation of comprehensive country assessments, designing the programme of the visit with all parties involved, handling logistics related to interpretation, budget and transport as per UN rules and regulations and accompany the Special Rapporteur as required.
- assisting in the organization of consultations and other expert meetings to inform the Special Rapporteur's thematic research.
- ensuring that routine correspondence is tracked and responded to as well as maintenance of the Special Rapporteur's outreach tools, most notably its webpage.
- other tasks as required by her/his supervisors in order to ensure comprehensive and effective support of the mandate of the Special Rapporteur and participate in activities carried out by the Branch and Office as a whole.

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

On completion of the assignment, the JPO will be able to:

- Support a thematic special procedure mandate of the Human Rights Council.
- Research, analyze and draft outputs on issues relating to the enjoyment of the right to freedom of religion or belief.
- Draft formal communications, notably with Governments, inter-governmental and non-governmental organizations or with individuals, in relation to a special procedure mandate.
- Prepare country visits and draft country visits reports
- Design advocacy and awareness raising activities related to the mandate
- Explain to a wide range of stakeholders what the special procedures mechanisms are and what the mandate of the Special Rapporteur is.

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:** Chief, Equality and Non-Discrimination Section, Special Procedures

**Content and methodology of supervision**

The incumbent will be under the general supervision of the Chief of Special Procedures and under the direct supervision of the Chief of the Equality and Non-Discrimination Section and in close collaboration with and under the guidance of the professional staff member supporting the mandate of the Special Rapporteur on freedom of religion or belief. Regular periodic information performance will take place as needed. In addition to that, the incumbent will be requested to prepare a personal work plan under the United Nations Performance Evaluation System (e-performance), the purpose of which is to encourage a higher level of involvement and staff participation in the planning, delivery and evaluation of work. The performance evaluation procedure encompasses a detailed work plan, as well as the ongoing evaluation that includes mid-year and end-of-the-year reviews.

**Establishment of a Work Plan:** The incumbent 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**

Office of the United Nations High Commissioner for Human Rights (OHCHR)

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.

Mandate of OHCHR

The mandate of the Office of the United Nations High Commissioner for Human Rights derives from Articles 1, 13, and 55 of the Charter of the United Nations, the Vienna Declaration and Programme of Action, adopted by the World Conference on Human Rights, held at Vienna from 14 to 25 June 1993, and subsequently endorsed by the General Assembly in its resolution 48/141, also of 20 December 1993, by which the Assembly established the post of United Nations High Commissioner for Human Rights.

The Human Rights Council assumed and extended the mandates of a number of special procedures, independent experts that assist the Council with its review of the human rights situation in a given country or thematic area. The Council also established a number of new special procedures mechanisms. The Thematic and Special Procedures Division, Special Procedures, of OHCHR provides substantive and administrative support to 46 thematic mandates, as well as general support to the overall system.

Thematic special procedures of the Human Rights Council carry out their functions through the preparation of thematic studies, handling of communications alleging violations of the relevant human rights, and the conduct of in situ visits to review the situation in a specific country, as well as general advocacy and awareness-raising. The mandate holders are individual experts serving in their personal capacity and without remuneration; their work on the relevant mandates is supported by the staff of the OHCHR, and their ability to fulfil their mandates relies heavily on the capacity of the Office to provide appropriate support to their activities.

The Equality and Non-Discrimination Section supports the work of eleven special procedures mandates: on freedom of religion or belief; minority issues, Indigenous Peoples, contemporary forms of racism, people of African descent, discrimination against women and girls, violence against women and girls, sexual orientation and gender identity, on sale of children, older persons, and persons with disabilities.

In 1986, the former Commission on Human Rights established the mandate for a "Special Rapporteur on religious intolerance." In 2000, the Commission decided to change the mandate title to "Special Rapporteur on freedom of religion or belief," which was subsequently endorsed by ECOSOC decision 2000/261 and welcomed by General Assembly resolution 55/97. On 2 April 2025, the Human Rights Council recently extended the mandate for a further period of three years in its resolution 58/5.

The Special Rapporteur on freedom of religion or belief is mandated, among other things, to: Promote the adoption of measures at the national, regional and international levels to ensure the promotion and protection of the right to freedom of religion or belief;

- Identify existing and emerging obstacles to the enjoyment of the right to freedom of religion or belief and present recommendations on ways and means to overcome such obstacles;
- Continue her/his efforts to examine incidents and governmental actions that are incompatible with the provisions of the Declaration on the Elimination of All Forms of Intolerance and of Discrimination Based on Religion or Belief and to recommend remedial measures as appropriate;
- Continue to apply a gender perspective, among other things, through the identification of gender-specific abuses, in the reporting process, including in information collection and in recommendations.

In the discharge of the mandate, the Special Rapporteur:

- Transmits communications to States with regard to cases that represent infringements of or impediments to the exercise of the right to freedom of religion and belief;
- Undertakes country visits, prepares and presents the report of the visits;
- Presents annual reports to the Human Rights Council and General Assembly, on the activities, trends of issues and methods of work.

## **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.**