

Posting Title : HUMAN RIGHTS OFFICER, P3 (Temporary Job Opening)
Job Code Title : HUMAN RIGHTS OFFICER
Department/ Office : Office of the High Commissioner for Human Rights
Location : DAKAR
Posting Period : 11 February 2016-24 February 2016
Job Opening number : 16-Human Rights Affairs-OHCHR-55898-J-DAKAR (T)

United Nations Core Values: Integrity, Professionalism, Respect for Diversity

Special Notice

THIS POSITION IS FOR A PERIOD OF SIX MONTHS, WITH POSSIBILITY OF AN EXTENSION. •A current staff member who holds a fixed-term, permanent or continuing appointment may apply for temporary positions no more than one level above his or her current grade. However, a current staff member who holds an appointment at the G-6 or G-7 level may also apply to temporary positions in the Professional category up to and including the P-3 level, subject to meeting all eligibility and other requirements for the position. A staff member holding a temporary appointment shall be regarded as an external candidate when applying for other positions, and may apply for other temporary positions at any level, subject to section 5.7 below and staff rule 4.16 (b) (ii). Therefore, a staff member holding a temporary appointment in the General Service or related categories may only apply to positions within those categories. For full information on eligibility requirements, please refer to section 5 of ST/AI/2010/4Rev.1 on Temporary Appointments. In its resolution 66/234, the General Assembly further "stressed that the Secretary-General should not recur to the practice of temporarily filling posts in the Professional and higher categories with General Service staff members who have not passed the General Service to Professional category examination other than on an exceptional basis, and requests the Secretary-General to ensure that temporary occupation of such posts by the General Service staff shall not exceed a period of one year, effective 1 January 2013..." Consequently, eligible candidates in the General Service or related categories for temporary job openings in the Professional category that have not passed the competitive examination may be selected only on an exceptional basis endorsed by the Office of Human Resources Management where no other suitable candidate could be identified. •Upon separation from service, including, but not limited to, expiration or termination of, or resignation from, a fixed-term, continuing or permanent appointment, a former staff member will be ineligible for re-employment on the basis of a temporary appointment for a period of 31 days following the separation. In the case of separation from service on retirement, a former staff member will be ineligible for re-employment for a period of three months following the separation. This equally applies, mutatis mutandis, with respect to a former or current staff member who has held or holds an appointment in another entity

applying the United Nations Staff Regulations and Rules and who applies for a temporary position with the Secretariat. • Subject to the funding source of the position, this temporary job opening may be limited to candidates based at the duty station. • While this temporary assignment may provide the successful applicant with an opportunity to gain new work experience, the selection for this position is for a limited period and has no bearing on the future incumbency of the post. An external candidate selected for this position is bound by the prevailing condition of the staff selection system under ST/AI/2010/3, as amended, and ST/AI/2010/4/Rev.1. A staff member holding a temporary appointment who is recruited in the Professional and above categories on a temporary appointment, and placed on a position authorized for one year or longer may not apply for or be reappointed to his/her current position within six months of the end of his/her current service. This provision does not apply to staff members holding temporary appointments and placed on positions authorized for one year or more in duty stations authorized for peacekeeping operations or special political missions. • The expression "Internal candidates", shall mean staff members who have been recruited after a competitive examination under staff rule 4.16 or after the advice of a central review body under staff rule 4.15. • Please note that candidates will be required to meet the requirements of Article 101, paragraph 3, of the Charter as well as the requirements of the position. The United Nations is committed to the highest standards of efficiency, competence and integrity for all its human resources, including but not limited to respect for international human rights and humanitarian law. Candidates may be subject to screening against these standards, including but not limited to whether they have committed, or are alleged to have committed criminal offences and/or violations of international human rights law and international humanitarian law. • For information on special post allowance, please refer to ST/AI/1999/17. For more details on the administration of temporary appointments please refer to ST/AI/2010/4/Rev.1. • The Staff Regulations, Staff Rules and administrative issuances governing staff appointments can be viewed at: http://www.un.org/hr_handbook/English

Org .Setting And Reporting

This temporary position is located in the Office of the High Commissioner for Human Rights (OHCHR) Regional Office in West Africa, Dakar Senegal and the incumbent reports to the Chief of Regional Office. This position is for a period of six months, with possibility of an extension.

Responsibilities

Ensure the liaison, coordination and follow-up of all human rights activities of the Regional Office in Panama for Western Africa with the concerned Governments, national institutions, regional organizations, NGOs, UN agencies and programmes in respect of various project activities in the sub-region; Organizes regional training and information activities for United Nations staff and for Government officials, law enforcement officials, military, lawyers and judges, member of parliament, educators, media and NGOs; Develops joint human rights initiatives with the 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; Participates as a resource person in human rights seminars, workshops and other fora organized in the region; Provides 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; Provides information on UN human rights standards and their domestic application to the Governments in the sub-region and other various partners in relation to technical cooperation; Represents, as appropriate, the Office of the High Commissioner for Human Rights in various meetings, consultations, negotiations with the Governments in the sub-region; Assists the Regional Representative in reporting on the activities of the Office, and in other assignments as required; Undertakes travel in the region as required; Monitoring progress and reporting to the Regional Representative, taking action to minimize delays, identifying and drawing management attention to potential cost overruns and underspends. Substantive and practical experience in the use of programming and planning tools and frameworks, such as the CCA/UNDAF and CAP/CHAP, desirable, so as field experience.

Competencies

PROFESSIONALISM: Good knowledge of and exposure to a range of human rights issues, to include approaches and techniques to address sensitive problems; sound knowledge and understanding of UN human rights instruments and procedures essential. Good knowledge of institutional mandates, policies and guidelines related to human rights; Ability to identify problems, i.e. political, ethnic, racial, gender, social, economic, etc., causing civil unrest in a country or geographic area; Good analytical and research skills, including ability to evaluate and integrate information from a variety of sources and assess impact on the human rights situation in assigned region/country. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. **COMMUNICATION:** Strong communication (spoken, written and presentational) skills, including the ability to produce a variety of written reports in a clear, concise style, to deliver training presentations to external audiences, to build/maintain effective partnerships, to manage information and public information activities. **PLANNING AND ORGANIZATION SKILLS:** Ability to establish priorities and to plan work assignments, juggle competing demands and work under pressure of frequent and tight deadlines. **TECHNOLOGICAL AWARENESS:** Good computer skills, including proficiency in word processing, spreadsheets, other and relevant software packages. **TEAMWORK:** Proven interpersonal skills and ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

Education

Advanced university degree, preferably in law, political science, international relations or other disciplines related to human rights. A first-level university degree in combination with two additional years of relevant work experience may be accepted in lieu of the advanced university degree.

Work Experience

At least 5 years of proven progressively responsible professional experience. Knowledge and working experience with human rights issues in a fragile, conflict-prone or post-conflict society is desirable. Experience of advocacy in the field will be an asset. Experience of building the capacity of NGOs and other civil society actors and of working with donor

agencies is highly desirable.

Languages

Proficiency in French and English; Knowledge of any other language spoken in the region is an asset

Assessment Method

Evaluation of qualified applicants may include an eliminatory assessment exercise which may be followed by a competency-based interview.

United Nations Considerations

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No Fee

THE UNITED NATIONS DOES NOT CHARGE A FEE AT ANY STAGE OF THE RECRUITMENT PROCESS (APPLICATION, INTERVIEW MEETING, PROCESSING, OR TRAINING). THE UNITED NATIONS DOES NOT CONCERN ITSELF WITH INFORMATION ON APPLICANTS' BANK ACCOUNTS.

