



**UNITED NATIONS ASSISTANCE MISSION IN SOMALIA  
(UNSOM)**

**UNITED NATIONS CORE VALUES: INTEGRITY, PROFESSIONALISM, RESPECT FOR DIVERSITY  
THIS POSITION IS OPEN TO SOMALI NATIONALS ONLY AND DOES NOT HAVE INTERNATIONAL BENEFITS**

**FEMALE CANDIDATES ARE PARTICULARLY ENCOURAGED TO APPLY**

**DEADLINE FOR APPLICATIONS: 14 OCTOBER 2019**  
**DATE OF ISSUANCE: 15 SEPTEMBER 2019**  
**FUNCTIONAL TITLE: HUMAN RIGHTS OFFICER**  
**LEVEL: NO-C**  
**SECTION: HUMAN RIGHTS & PROTECTION GROUP**  
**LOCATION: MOGADISHU**  
**DURATION OF CONTRACT: ONE (1) YEAR FIXED TERM**  
**VACANCY ANNOUNCEMENT NUMBER: UNSOM/HRPG/035/2019**

**Special Notice**

This position is funded for an initial period of one year, extension of appointment will be subject to budgetary approval. Appointment against this post is on a local basis. The candidate is responsible for any travel expenses incurred in order to take-up the appointment. All applicants are strongly encouraged to apply on-line as soon as possible after the job opening has been posted and well before the deadline stated in the job opening.

Interested applicants who are working with UN Contractors must fulfil the obligations of their contracts with the UN Contractors in order to be eligible to apply for this vacancy.

**Organizational Setting and Reporting Relationships:**

This position is located within the United Nations Assistance Mission in Somalia (UNSOM), Mogadishu. The incumbent will be based in Mogadishu and report to the Human Rights Officer or Deputy Chief of Human Rights Protection Group (HRPG).

**Description of Responsibilities**

Within delegated authority, the Human Rights Officer will be responsible for the following duties:

- Researches, collects, verifies, analyzes and synthesizes significant amounts of information of relevance to human rights, including from open sources;
- Reaches out to various UN actors to collect and analyze information of relevance to human rights;
- Advocates with relevant authorities and other influential actors to stop or prevent human rights violations;
- Seeks remedial action by the authorities to prevent similar violations from occurring in the future;
- Liaises with appropriate national authorities, civil society, UN Agencies, Funds and Programmes with complementary mandates, and other relevant partners to monitor developments in the human rights situation and, if needed, supports the creation of baseline data;
- Monitors the legal systems and their compliance with international human rights instruments and, where appropriate, advises relevant authorities, including on the implementation of recommendations by UN human rights bodies;
- Develops and, where appropriate, coordinates initiatives to strengthen the response to systematic and/or emerging patterns of human rights violations and abuses, including in relation to conflict-related sexual violence; conducts, and where necessary supervises, investigations of human rights and international humanitarian law violations;

- Drafts, reviews as appropriate, and ensures timely delivery of a variety of reports, briefings and other types of communications in compliance with established standards;
- Formulates recommendations and suggests strategies to better promote and protect human rights in the mission area;
- Contributes to the mainstreaming of human rights in the formulation and implementation of projects and programmes of the UN peace mission and UN agencies at country and local level;
- Represents the UN human rights programme at working-level meetings; Contributes to the integration of human rights in humanitarian action, through participating or coordinating emergency preparedness and response activities, including in the work of the Protection Cluster, as appropriate;
- Works directly with other UN peace operation components/sections, including the police and military, to integrate human rights considerations into the planning and review of their programs and operations;
- Supports and coordinates human rights capacity building efforts for civil society and state authorities, including military and police, to promote the protection of human rights, including through providing technical assistance;
- Supports national authorities in their implementation and coordination of activities relating to the recommendations by UN Treaty Bodies, Special Procedures and other mechanisms of the UN Human Rights Council;
- Designs, as appropriate, delivers and evaluates human rights training programmes for national officials/ civil society representatives, human rights non-governmental organizations (NGOs) and other national stakeholders;
- Contributes to the establishment of transitional justice dialogues or processes and advises national counterparts on accountability and compensation mechanisms/ as appropriate;
- Provides technical assistance to national authorities on the establishment of vetting mechanisms, as mandated;
- Ensures, and where relevant supervises, the timely entry of accurate and verified human rights cases into an established database in compliance with established standards;
- Contributes to the integration of gender perspectives/considerations and specific women/girls' rights issues in all activities and for the equal participation of women and men in all areas of work;
- Integrates UN developed methodology into human rights monitoring, reporting and investigation activities;
- Ensures cooperation and appropriate communication with the United Nations Office of the High Commissioner for Human Rights (OHCHR) in the establishment of policies and sharing of best practices;
- Represents the human rights component in decision-making fora at the working level; Maintains effective working relationships with other UN and non-UN actors, national authorities, donors and other stakeholders for effective policy coordination;
- Defines the work plan for an assigned geographic area in accordance with established terms of reference;
- Manages or supports the management of technical cooperation projects;
- Supports more senior staff and/or team leaders in staffing, planning and budgeting as required;
- Provides guidance and coaching to new or more junior staff;
- Performs other related duties as required.

When serving as Women Protection Advisor, the incumbent will devote 100% of his/her time performing the following duties:

- Supports the implementation of Security Council Resolutions 1820,1888 and 1960 on Conflict-related Sexual Violence (CRSV) in close coordination with other WPAs and other mission components.
- Monitors, investigates and reports on sexual violence in conflict with respect to the Monitoring, Analysis and Reporting Arrangement (MARA).

- Regularly updates the human rights case database with CRSV case information and contribute to the identification of patterns and trends through its analysis.
- Conducts investigations of violations of human rights and humanitarian law related to CRSV, and takes part of assessments, evaluation and development of sexual violence protection plans for women, men and children.
- Provides technical advice for civil society, national authorities, NGOs and the UN and other international actors to promote the inclusion of CSRV prevention and response in their activities. As required facilitate training and education events and undertakes capacity building activities.
- Works closely with Child Protection Advisers (in peacekeeping and political missions), UNICEF Child Protection Officers or other actors leading on the implementation of 1612/1882 MRM and contributes to information exchange and coordinated monitoring, verification and reporting.
- Supports the referral of survivors of sexual violence in seeking protection, redress and accountability for sexual violence and, contribute to the development and strengthening of the referral pathway as appropriate.
- Supports the work of the Human Rights component in the implementation of recommendations related to Sexual violence emanating from the human rights treaty bodies, special procedures and other mechanisms of the UN Human Rights Council, as well as of other UN bodies.
- Supports the work of the Human Rights component in legislative and rule of law reform in line with international human rights norms related to addressing sexual violence.

#### **Competencies:**

- **Professionalism** - Knowledge of human rights issues and ability to identify related problems in their political, ethnic, racial, gender equality and socio-economic dimensions. Knowledge of institutional mandates of human rights organizations, prevailing policies and procedures. Research and analytical skills, including ability to identify and participate in the resolution of human rights issues. Ability to identify sources for data collection, research and analyze information and draft human rights reports. Ability to evaluate and integrate information from a variety of sources and assess impact on the human rights situation in the area of assignment. 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.
- **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.
- **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 audience; demonstrates openness in sharing information and keeping people informed.

#### **Qualifications**

**Education:** An advanced university degree (Master's degree or equivalent) in law, political science, international relations, social sciences, or in a related area. A first-level university degree in combination with two additional years of qualifying experience may be accepted in lieu of the advanced university degree.

**Experience:** A minimum of five (5) years of progressively responsible experience in the human rights field or closely related areas is required, of which at least half should be in human rights. A minimum of one (1) year of experience working in field locations may be required. A minimum of one (1) year of human rights monitoring, reporting is required.

**Desirables:** The following experience may be desirable: Experience in the conducting of human rights investigations. Experience in capacity building activities for the protection and promotion of human rights. Experience implementing technical cooperation projects. Human rights training experience. Experience in human rights protection work. Previous experience acquired in humanitarian response. Experience with child protection and/or sexual gender-based violence. Previous experience in a United Nations common system field operation.

**Language:** English and French are the working languages of the United Nations Secretariat. For these positions, fluency in English and Somali (both oral and written) is required.

**Other:** Computer skills, proficiency in MS Office and Internet.

#### **Assessment**

**Method:** Evaluation of qualified candidates for this position may include a substantive assessment which will be followed by a competency-based interview.

#### **Additional Information:**

Candidates who are not selected, but whose performance in the interview process nevertheless demonstrated them to be suitable for a similar function may be kept on a roster for up to 7 years. Candidates placed on the roster may be considered for selection against future vacancies for the same function and level.

#### **How to Apply:**

Qualified candidates may submit their applications including their United Nations Personal History form (P.11) to the address mentioned below on or before the deadline. The PHP is on the <https://unsos.unmissions.org/jobs>. Applications submitted after the deadline **14 October 2019** will not be accepted. **Curriculum Vitae (CVs) will not be accepted.**

**Email: [recruitment-unsoa@un.org](mailto:recruitment-unsoa@un.org)**

**Please quote, Vacancy Announcement Number and Functional Title in the subject of the e-mail**

**Kindly attach a copy of P11, Degree Certificate, Passport and or National Identification Card. Please note Criminal Investigation Department (CID) and National Intelligence and Security Agency (NISA) certificates are required at a later stage of the recruitment process.**

The United Nations shall place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs.

**THE UNITED NATIONS DOES NOT CHARGE A FEE AT ANY STAGE OF THE RECRUITMENT PROCESS (APPLICATION, INTERVIEW MEETING, PROCESSING, OR TRAINING).**