



**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: 02 AUGUST 2018
DATE OF ISSUANCE: 03 JULY 2018
FUNCTIONAL TITLE: ASSOCIATE HUMAN RIGHTS OFFICER
LEVEL: NO-B
SECTIONS UNIT: HUMAN RIGHTS AND PROTECTION GROUP
LOCATION: BELETWEYNE
DURATION OF CONTRACT: ONE (1) YEAR FIXED TERM
VACANCY ANNOUNCEMENT NUMBER: UNSOM/HRPM/032/2018/SM

Special Notice

This position is funded for an initial period of one year, extension of appointment will be subject to budgetary approval. This position is currently under classification process.

Appointment against this position 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 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) Beletweyne. The incumbent will report to the P-4 Human Rights Officer.

Responsibilities:

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

1. Establish HRPG's presence at the sector/field level, monitor, investigate and report on human rights violations and abuses;
2. Carry out advocacy activities and expand training and capacity building in human rights for security and rule of law institutions to strengthen compliance in line with requirements under the HRDPP, particularly increasing the capacity of regional governments to develop their own accountability and protection; and conduct independent investigations of incidents whenever possible;
3. Participate in the development of the HRDDP risk assessments and identification of mitigation measures in relation to requests for support by relevant security forces in the field;
4. Increase the ability to provide early warning and protection of human rights and prevent and address violations by security forces;
5. Carry out any other duties as assigned.

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; 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 audience; demonstrates openness in sharing information and keeping people informed.

Accountability: Takes ownership of all responsibilities and honours commitments; delivers output 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.

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 years of qualifying experience may be accepted in lieu of the advanced university degree.

Experience: A minimum of one year of progressively responsible experience in human rights or a closely related field is required.

Desirable skills: Experience working with international human rights standards, instruments and- mechanisms. Previous experience in human rights monitoring and reporting and on/or in building capacity for the promotion and protection of human rights. Experience in analyzing large amounts of information, including from open sources. A minimum of six months experience acquired in field locations.

Language: English and French are the working languages of the United Nations Secretariat. Fluency in English (oral and written), is required. Knowledge of other United Nations languages is desirable.

Assessment Method: Evaluation of qualified candidates may include an assessment exercise which may be followed by 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 P.11 is on the <https://unsos.unmissions.org/jobs>. Applications submitted after the deadline **02 August 2018** will not be accepted. **CVs will not be accepted.**

Email: 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 or Certificate, Passport and or National Identification Card. These are required as part of your application for consideration of eligibility. Please note Crimianl 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).