



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:	4 OCTOBER 2018
DATE OF ISSUANCE:	5 SEPTEMBER 2018
FUNCTIONAL TITLE:	HUMAN RIGHTS OFFICER
LEVEL:	NO-D
SECTIONS UNIT:	HUMAN RIGHTS AND PROTECTION GROUP
LOCATION:	MOGADISHU
DURATION OF CONTRACT:	ONE (1) YEAR FIXED TERM
VACANCY ANNOUNCEMENT NUMBER:	UNSOM/HRPG / 036/2018/SM

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 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) Mogadishu. The incumbent will be based in Mogadishu and report to the Senior Human Rights Officer or Chief Human Rights Section.

Responsibilities:

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

1. Designs and leads capacity building programmes and provides technical support to the inter-ministerial committee on implementation of human rights commitments, including the Ministry of Defense and the Somali National Army, the Ministry of Internal Security, the Ministry of Justice, the Ministry of Women and Human Rights, as well as with relevant parliamentary committees (Human Rights and Security);
2. Designs strategies and liaises with government authorities to better promote compliance with Human Rights Due Diligence Policy (HRDDP) through support on risk assessments, monitoring, analysis and reporting on implementation, including in relation to conflict-related sexual violence and children in armed conflict;
3. Supports national authorities in their coordination and evaluation of activities relating to the implementation and follow-up of recommendations by UN Treaty Bodies, Special Procedures and other mechanisms of the UN Human Rights Council;
4. Designs, coordinates and implements capacity building efforts with international and local actors, including those supporting institution-building and institutional reforms, for alignment with international human rights norms and to meet international human rights law obligations.
5. Designs, delivers, coordinates and evaluates human rights training programmes for national officials, civil society representatives, human rights non-governmental organizations (NGOs), National Human Rights Institutions and other national stakeholders.
6. Contributes to advocacy strategies, advocates and advises relevant authorities, including government officials, the UN Country Team (UNCT) and the Humanitarian Country Team (HCT), and Office of the High

Commissioner for Human Rights (OHCHR) senior management, on strategies to better protect and promote human rights and mechanisms to stop impunity and redress human rights violations.

7. Establishes and maintains contact with national authorities, civil society, UN Agencies, Funds, and Programmes with complementary mandates, and other relevant partners to inform on the human rights situation in the mission area and advise on strategic and policy issues to better protect and promote human rights.
8. Contributes to Protection of Civilians (PoC) efforts in assessments, mapping and reporting risks, early warning to both prevent and address violations by security forces and increase the capacity of regional governments to develop their own accountability and protection.
9. Chairs and /or participates in relevant local working groups and takes part in discussions with other cluster leads to ensure human rights integration.
10. Performs any other duties 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.

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.

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.

Judgement/Decision-making: Identifies the key issues in a complex situation, and comes to the heart of the problem quickly; Gathers relevant information before making a decision; Considers positive and negative impacts of decisions prior to making them; Takes decisions with an eye to the impact on others and on the Organization; Proposes a course of action or makes a recommendation based on all available information; Checks assumptions against facts; Determines that the actions proposed will satisfy the expressed and underlying needs for the decision; Makes tough decisions when necessary.

Qualifications:

Education: Advanced university degree(Master's degree or equivalent) in Political Science, Management or Development, or a related field. A first level university degree with combination of one additional year of qualifying experience may be accepted in lieu of the advanced university degree. Professional training in the areas of planning, monitoring and evaluation, facilitation and /or coordination is an asset.

Experience: A minimum of four years of progressively responsible experience in human rights or a closely related field, of which at least half in the area of human rights area required. A minimum of one year's experience in a United Nations common system field operation (inclusive of peacekeeping, political missions and UN agencies, funds and programmes) or similar international organization or non-governmental organization in a conflict or post-conflict setting may be required. Experience of human rights monitoring and reporting is required. Experience on human rights

advocacy and / or on the design and management of capacity building programmes and or/ conducting human rights investigations is required.

Language: English and French are the working languages of the United Nations Secretariat. Fluency in English or French (both 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 seven 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 **04 October 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. 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).