



Ref. No.: \_\_\_\_\_

## TEMPORARY VACANCY ANNOUNCEMENT

<b>D-1</b>	<b>Chief Human Rights Officer</b>
TVA Grade Level	Functional Title
<b>United Nations Office in Mali</b>	
Department/Office/Division	
<b>Human Rights</b>	
Occupational Group (See list on last page)	
<b>P-5 and D-1</b>	<b>07 March, 2013</b>
Open to (Current Grade of Applicant)	Deadline (DD/MM/YYYY)

Service/Section:	<b>UNOM/Human Rights Section</b>	Estimated Start Date:	<b>31/03/2013</b>
Duty Station:	<b>Bamako, Mali</b>	Possibility of Extension?	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>
Duration:	<b>6 months (provided availability of funds)</b>	Open to External Candidates?	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>

### DUTIES AND RESPONSIBILITIES

Under the overall authority of the Head of UNOM and the substantive support and general policy guidance of the Office of the High Commissioner for Human Rights, the incumbent will be responsible for the following main functions:

Advisory and representative roles

Act as the Principal Adviser to the Head of UNOM and report on issues related to human rights and activities related to the work of the Human Rights component;

Participate in UNOM's internal policy and decision making processes and advise on policy, strategic and operational decisions that may have human rights implications;

Participate in Senior Management Team meetings; provide its participants with information on the activities of the human rights component and recommend measures necessary or desirable for other sections of the UN Office to better protect and promote human rights in the mission area;

Advise the Malian authorities on a range of human rights issues, in line with agreed priorities, that would strengthen the rule of law and improve respect for human rights;

Act as the Representative of the High Commissioner for Human Rights in Mali, and report to the High Commissioner (HC) in Geneva in his/her capacity as Representative of the High Commissioner;

Represent the Human Rights component and OHCHR at interagency meetings at country level and advise UN Country Team (UNCT) and Humanitarian Country Team (HCT), as appropriate, to ensure human rights and a human rights based approach are fully integrated into political, humanitarian and development efforts, including with respect to the United Nations Development Assistance, Integrated Strategic Frameworks (UNDAF and ISF) and other inter-agency processes;

Represent the UNOM and OHCHR on human rights matters during contacts with national and international organizations working in the field of human rights, diplomatic missions, donors, and other international actors;

Contribute to UN Strategic Assessments and participate in UN planning processes determining engagement of the UN in the country and advice accordingly OHCHR and lead department as per human rights

Substantive coordination

Ensure regular and timely public reporting in consultation with the Head of UNOM and the High Commissioner for Human Rights and her Office;

Ensure quality standards with regards to human rights monitoring, investigation, verification and reporting are met as well as compliance with established monitoring, analysis and reporting arrangements as relevant;

Ensure the monitoring and analysis of the human rights situation, including with respect to sexual violence in conflict and children in armed conflict, and that quality standards are met with regards to the collected data;

Maintain liaison with authorities and provide them with regular updates on human rights issues;

Assist in reinforcing civil society capacity for the protection of human rights defenders, victims and witnesses, in close

coordination with other components of the UN Office, United Nations agencies and relevant regional organizations to which the country is a member, with a view to raise awareness of and the ability to address human rights and humanitarian law violations;

Maintain close liaison with UN counterparts in neighboring countries with regard to developments that can affect the observance of human rights in the mission area;

Ensure contribution to the commitment of the United Nations to integrating gender and minority perspectives and specific women, girl's and minority rights considerations in all UN activities;

Oversee the provision of technical assistance for development and implementation of the human rights due diligence policy on UN support to non-UN forces and for the vetting of military actors;

Ensure substantive support to the UN human rights mechanisms, including, Special Procedures and Treaty Bodies, and assist the Government with implementation of recommendations emanating from these mechanisms;

Maintain close liaison with OHCHR-HQ, including with geographical desk officers, and ensure timely communications on the human rights situation.

Ensure strategic and programmatic discussions with international actors on the ground, including regional organizations, to ensure a collaborative approach and the adoption of work methodologies that would permit the best use of resources and priorities for the protection and promotion of human rights.

#### Managerial responsibilities

Responsible for the overall management of the Human Rights component and the provision of substantive leadership, through, inter-alia, formulating the substantive work program of the office, allocating resources, preparation and reporting on budget/programme performance; evaluating staff's performance and ensuring correct staffing of the component;

Provide advice on the strategic and operational engagement of OHCHR in Mali and identifies programmatic priorities;

Ensure the Human Rights component collects, consolidates and analyses information received from staff/offices from across the mission area, including through coordinating the effective set-up and functioning of a human rights case database; the set-up of quality control mechanisms and the timely and quality entry of data in that system;

Responsible for the management and implementation of OHCHR funded projects in Mali;

Perform other duties as required by the Head of UNOM and the HC.

### ***COMPETENCIES***

Professionalism – Excellent knowledge of and exposure to a range of human rights and justice issues, gender issues, the rules governing their protection and the mechanisms available in case of their violations. Proven negotiating and managerial skills; strong ability to take initiatives and to demonstrate autonomy, excellent leadership skills and ability to motivate a multicultural and mixed men/women team; Ability to work and act under pressure in a politically and psychologically difficult environment, with a minimum of comfort and in hardship security conditions; Sound political judgment, impartiality, diplomacy and discretion; Ability to relate human rights issues and perspectives, including gender issues, to political, social, economic and humanitarian programmes in affected countries and areas; Commitment to implementing the goal of gender equality by ensuring the equal participation and full involvement of women and men in all aspects of peace operations. Good understanding of the context of the Sahel and of the particular human rights situation in Mali; Excellent interpersonal skills; Ability to plan and organize the work of large Units or Offices and to develop sound and effective monitoring strategies for remote field locations; Ability to translate a human rights mandate into strategic operational goals.

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

***For Managerial Positions:***

Leadership- Serves as a role model that other people want to follow; Empowers others to translate vision into results; Is proactive in developing strategies to accomplish objectives; Establishes and maintains relationships with a broad range of people to understand needs and gain support; Anticipates and resolves conflicts by pursuing mutually agreeable solutions; Drives for change and improvement; does not accept the status quo; Shows the courage to take unpopular stands;

Managing Performance - Delegates the appropriate responsibility, accountability and decision-making authority; Makes sure that roles, responsibilities and reporting lines are clear to each staff member; Accurately judges the amount of time and resources needed to accomplish a task and matches task to skills; Monitors progress against milestones and deadlines; Regularly discusses performance and provides feedback and coaching to staff; Encourages risk-taking and supports creativity and initiative; Actively supports the development and career aspirations of staff; Appraises performance fairly

Vision - Identifies strategic issues, opportunities and risks; Clearly communicates links between the Organization's strategy and the work unit's goals; Generates and communicates broad and compelling organizational direction, inspiring others to pursue that same direction; Conveys enthusiasm about future possibilities.

***QUALIFICATIONS***

**Experience:** At least 15 years of progressively responsible professional experience at national and international levels in the human rights field, including on the causes and resolution of human rights conflicts in accordance with international standards, with at least 5 years of supervisory, management and leadership experience and in the monitoring, investigation and reporting of human rights violations. Proven experience in public speaking and representation at high level. Experience in conflict situations is required. Previous field experience preferably with OHCHR or a peace mission is required. Previous experience in the setting up of field operations is desirable.

**Education:** Advanced university degree (Masters or equivalent) in law, political sciences, social sciences or international relations. A relevant combination of university degree, professional training and experience may be considered in lieu of the advanced degree.

**Languages:** Fluency in English and French is required.

**Other Skills:**

***ADDITIONAL COMMENTS***

**DOCUMENTS REQUIRED:**

- Cover Letter  
 **PHP**  
 **Signed PAS**      **Periods: Latest two ePASes**  
 **Others:**

**ALL SUBMISSIONS TO BE SENT TO:**

Contact Name: Human Rights Occupational Group, Field Personnel Division      Email Address: humanrightsOG@un.org  
Copy (cc): \_\_\_\_\_      Email Address: \_\_\_\_\_

**Please choose from this list of Occupational groups:**

Administration	Logistics
Civil Affairs	Management and Programme Analysis
Civilian Police	Medical
Conference Services	Ombudsman
Drug Control and Crime Prevention	Political Affairs
Economic Affairs	Population Affairs
Electoral Affairs	Procurement
Engineering	Production Service and Transport Work
Finance	Programme Management
Human Resources	Public Administration
Human Rights	Public Information
Humanitarian Affairs	Science and Technology
Information Management	Security
Information Systems and Technology	Social Affairs
Internship	Social Sciences
Jurists	Statistics
Legal Affairs	

**Note:**

While this temporary assignment will provide the successful applicant with an ideal 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.

Internal candidates for this purpose is defined as staff members currently serving under 100 series appointment who have been recruited after a competitive examination under staff rule 104.15 or after the advice of a Secretariat joint body under staff rule 104.14. External applicants may be considered when it is not possible to identify suitable internal candidates of the same department/office.

Please note that external candidates are generally not entitled to be appointed at the advertised level of this temporary vacancy and will therefore be graded in accordance with the current recruitment guidelines. This means that the grade may be at a lower level than that of the advertised level of the post.

For information on the provisions for special post allowance, please refer to ST/AI/1999/17.