

## African Union - United Nations Hybrid Operation in Darfur

**Post Title:** Assistant Human Rights Officer

**Post Level\_:** NO-A

**Location:** El Fasher

**Job Opening Number:** UNAMID-JO-ELF-17-0005

**Opening date:** 17 January 2017

**Job Opening Deadline:** 31 January 2017

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

### Organizational Setting and Reporting

This position is located in the Human Rights Section of the Africa Union-United Nations Hybrid Operation in Darfur (UNAMID), El Fasher and contributes to the mandate implementation of the mission and of OHCHR through the promotion and protection of human rights including: undertaking human rights related research and analysis in relation to protection of civilians concerns; conducting human rights monitoring, reporting and investigations of human rights and humanitarian law violations; support the organization on activities for building the capacity of State officials and of civil society and support component's provision of technical advice to national and local authorities to implement recommendations for compliance with human rights treaties; responsible for referral of individual cases to relevant UN or other international, national or local partner services; mainstream gender in all activities. The incumbent will report to the Chief Human Rights Section.

### Duties and responsibilities:

Within delegated authority, the Assistant Human Rights Officer at NO-A level will be responsible to the following duties:

- Assists in researching, collecting, verifying, analyzing and synthesizing significant amounts of information, including from open sources, of relevance to human rights in the designated mission area;
- In consultation with the Human Rights Officer, assists in liaising with appropriate local and national authorities, civil society, UN Agencies, Funds and Programmes with complementary mandates, and other relevant partners to monitor developments in the human rights situation;
- Assists in the development of initiatives to strengthen the response to systematic and/or emerging patterns of human rights violations and abuses;
- Assists in the investigation process of human rights and international humanitarian law violations;

- Provides inputs to variety of reports, briefings and other types of communications relating to human rights matters in compliance with established standards;
- Participates in the formulation of meaningful recommendations and strategies to better promote and protect human rights in the mission area;
- Participates in the mainstreaming of human rights in the formulation and implementation of the UN peace mission and UN agency activities at country and local levels;
- Interacts with other UN peace operation components/sections, including the police and military, to integrate human rights considerations in their respective activities;
- Assists in supporting human rights capacity building efforts for civil society and state authorities, including for aligning legislative and rule of law reforms with international human rights norms and for the State to meet international human rights law obligations;
- Assists in the design, delivery and evaluation of human rights training programmes for national officials, civil society representatives, human rights non-governmental organizations (NGOs) and other national stakeholders in order to build national capacities;
- Verifies and ensures the timely entry of cases of human rights violations into a database in compliance with established standards;
- Contributes to the Integration of gender perspectives/considerations and specific women/girls' rights issues in all activities and to the equal participation of women and men in all areas of work;
- Integrates UN developed methodology in the human rights monitoring, reporting and investigation activities;
- Performs other related duties as required.

#### **Competencies:**

- **Professionalism:** Knowledge of human rights-related matters both civil and political and economic, social and cultural- and international human rights law, international criminal and international humanitarian law; Knowledge of UN coordination mechanisms; Good analytical research, fact-finding, monitoring, reporting and advocacy skills; discretion and sound judgement in applying expertise to resolve complex and/or sensitive issues; solid knowledge of witness and victim protection; Proven ability to analyze complex human rights investigations; Understanding of gender dimension in the human rights field work; Good capacity of analysis and synthesis; Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. Shows pride in work and 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.
- **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.

**Qualifications:**

**Education:** An advanced university degree (Master's degree or equivalent) in law, political sciences, 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:** One to two years of progressively responsible experience in human rights, social work, legal affairs or a closely related field is required. Experience acquired in developing and/or implementing projects for communities at risk or population in vulnerable situation is required. The following may be required: Experience working with national and/or 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. Previous experience in project management is desirable. Experience in facilitating training, participating in education or information campaigns. Previous experience in assisting victims of human rights violations.

**Language:** Fluency in both spoken and written English and Arabic is required.

**Other:**

**Important Consideration for Applicants:**

**This position is locally recruited. UNAMID will not provide accommodation to locally recruited staff.**

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**WARNING TO APPLICANTS:**

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

**HOW TO APPLY**

Interested and qualified applicants should submit their application together with the United Nations Personal History form (P.11) and/or CV along with copies of own Birth Certificate, Sudanese Resident Certificate, Academic/University Diploma and previous employment certificates by one of the following methods:

**By Hand:** Deliver to UNAMID, El Fasher, Super Camp Security main gate

**By Email:** All applicants are strongly encouraged to apply by e-mail: [unamidjo-elf@un.org](mailto:unamidjo-elf@un.org)

**Note:** All applicants **must** indicate the JO No., Post Title and Duty Station to which they are applying on the subject line (by email) and/or on the sealed envelope (by hand delivery). E.g.  
**UNAMID-JO-ELF-17-0004 Assistant Human Rights Officer, NO-A.**

**Please do not submit original certificate(s) with the applications.**

**In line with the UN policy on gender balance, female candidates are encouraged to apply**

**POSITIONS OPEN FOR SUDANESE NATIONALS ONLY.**

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