

AFRICAN UNION

الاتحاد الأفريقي



UNAMID



UNITED NATIONS

الأمم المتحدة

African Union – United Nations Hybrid Operation in Darfur

Job Opening

Post Title: Associate Human Rights Officer

Post Level: NO-B

Location: Nyala (2 posts)

Job Opening Number: UNAMID-NYL-16-0012

Job Opening Date: 3 July 2016

Job Opening Deadline: 2 August 2016

Organizational Setting and Reporting

These positions are located in Sector South, Nyala, UNAMID Human Rights Section. The Associate Human Rights Officer will be reporting to the Chief Human Rights Officer through Senior Human Rights Officer.

Duties and responsibilities:

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

- Researches and collects information pertaining to human rights matters, including their gender dimensions, from a variety of data sources; assists in the analysis of information, to include the impact on the human rights situation in the Darfur, Sudan.
- Maintains awareness of current human rights issues in the Darfur Region, Sudan, to include relevant political and legal developments.
- Contributes to the identification of human rights issues/problems, including their gender dimensions, through good research and analysis and timely preparation of reports, etc.
- Liaises with government representatives, non-governmental organisations (NGOs), civil society organisations, UN agencies and other partners to create baseline data on the human rights situation in the Darfur Region, Sudan, with special attention to vulnerable groups.
- Participates with other Human Rights Officers in discussions with relevant authorities and other influential actors with the aim of stopping or preventing human rights violations or seeks other remedial action by the authorities to prevent similar violations occurring in the future.
- Drafts a variety of types of reports relating to human rights matters.
- Participates in human rights training programmes for national law enforcement officials, representatives of the civil society and human rights non-governmental organizations (NGOs) in order to promote national capacity building.

- Reviews human rights issues, including their gender dimensions, and participates in discussions with other Human Rights Officers on the integration of these issues into political, humanitarian and economic efforts and programmes.
- Assists in promoting efforts for community mobilisation and those that focus on exercise of rights of population.
- Contributes to formulating courses of action that aim to alleviate immediate and long-range human rights problems.
- Demonstrates effective interaction with colleagues and other concerned parties internally and externally.
- Performs other duties as required.

Qualifications and Experiences:

Education:

An advanced university degree (Master's degree or equivalent) in law, political science, international relations, social sciences or related field. 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 two years of progressively responsible experience in human rights or a related area is required. Experience working with national authorities is required. Experience drafting reports on human rights or related issues is required.

Language:

Fluency in written and spoken English and Arabic is required. Knowledge of other local language is an asset.

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, analyze information and draft human rights reports. 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.

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.

HOW TO APPLY

Interested applicants should submit their applications together with:

- 1) Cover letter setting out how the qualifications and experience match the requirements of the position
- 2) Completed and signed United Nations Personal History form ([P-11](#))
- 3) A copy of own Birth Certificate, Sudanese Resident Certificate, National passport, Secondary and/or University Diploma, copies of previous employment certificate(s) and three references from previous employers by ONE of the following methods: (All Applicants **MUST** indicate the **job opening number, Post Title and the Duty Station** of which they are applying, on the Subject line [by email] or on the Envelope [by Mail/by Hand].) e.g. **JO#: UNAMID-NYL-16-0005; Associate Human Rights Officer, NO-B, Nyala**

By e-mail: All applicants are strongly encouraged to apply by e-mail: UNAMIDJO-NYL@un.org

By Hand: Deliver to: the UNAMID Regional Office in Nyala Security main gate.

IMPORTANT: Please refer to the Qualifications and Experience and Competencies sections above and make sure that you are eligible to apply.

In line with the UN policy on gender balance, FEMALE CANDIDATES ARE ENCOURAGED TO APPLY

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.

UNAMID does not provide accommodation to locally recruited staff (National Staff), since they are expected to be within commuting distance in the locality of recruitment.