



JOB OPENING

Functional Title & Level:	Associate Human Rights Officer (NO-B)
Org. Unit	Human Rights, DSRSG (RC, HC, RR)
Duty Station:	Port-au-Prince
Posting Period:	11-17 October 2017
Job Opening Number:	MINUJUSTH-GJO-2017-018

Special Notice

The purpose of this job opening is to generate a roster of qualified and available candidates to fill anticipated job openings for the **Associate Human Rights Officer (NO-B)** positions. Candidates who are successful in the assessment process will be placed on the roster. The selected candidate will be **EXPECTED TO COMMENCE WORK ON 16 OCTOBER 2017**. Candidates who are not successful during the assessment will not be placed on the roster. They will be notified at a later stage. Placement on the roster does not guarantee selection.

The United Nations Secretariat is committed to achieving 50/50 gender balance in its staff. Female candidates are strongly encouraged to apply. Staff members are subject to the authority of the Secretary-General and to assignment by him or her. In this context, all staff are expected to move periodically to new functions in their careers in accordance with established rules and procedures.

All interested candidates should submit ONLY their Personal History Profile (PHP) via email at minujsth-recruitment@un.org. Blank PHP and supplementary sheets are available at the MINUSTAH Bulletin Board and at the MINUSTAH website <https://minustah.unmissions.org/offres-demploi>.

Important: Functional title and job opening number MUST be indicated in the subject of your e-mail application in order to be considered for review.

Organizational Setting and Reporting

These positions are located in United Nations Mission for Justice Support in Haiti, (MINUJUSTH). The United Nations' Security Council adopted resolution 2350 (2017) deciding the creation of MINUJUSTH mandated to assist the Government of Haiti to strengthen rule of law institutions in Haiti; further support and develop the Haitian National Police; and engage in human rights monitoring, reporting, and analysis among others.

The **Associate Human Rights Officer (NO-B)** typically reports to a Senior Human Rights Officer or Chief of Unit in Human Rights, DSRSG (RC/HC/RR), will work within the Monitoring

and Investigation Unit or Capacity Building and Accountability Unit and report to the respective Team Leaders under the overall supervision of the Chief of the Human Rights Office.

Responsibilities

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

- Researches, collects, verifies, analyses and synthesizes significant amounts of information of relevance to human rights, including from open sources and other UN actors;
- Participates in discussions with relevant authorities and other influential actors to stop or prevent human rights violations; Seeks remedial action by the authorities to prevent similar violations from occurring in the future;
- 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 and, if needed, supports the creation of baseline data;
- Monitors the national legal systems and their compliance with international human rights instruments, as well as the implementation of recommendations by UN human rights bodies;
- Supports the development of initiatives to strengthen the response to systematic and/or emerging patterns of human rights violations and abuses;
- Participates in the investigations of human rights violations;
- Drafts a variety of reports, briefings and other types of communications in compliance with established standards;
- Contributes to the formulation of meaningful recommendations and strategies to better promote and protect human rights in Haiti;
- Contributes to the mainstreaming of human rights in the formulation and implementation of projects and programmes of the Mission and UN agencies at country and local level;
- Represents the UN human rights programme at working-level meetings;
- Supports the integration of human rights in humanitarian action, through participating in emergency preparedness and response activities, including in the work of the Protection Cluster, as appropriate;
- Works directly with other UN Mission components/sections, including UN Police, to integrate human rights considerations into the planning and review of their programmes;
- Supports national authorities in their implementation of activities relating to the recommendations by UN Treaty Bodies, Special Procedures and other mechanisms of the UN Human Rights Council;
- Participates in the design, delivery and evaluation of human rights training programmes for national authorities, including police, civil society representatives, non-governmental organisations (NGOs) and other national stakeholders;
- Contributes to the establishment of transitional justice dialogues or processes and advises national counterparts on accountability mechanisms, as appropriate;
- Assists in the provision of technical assistance to national authorities on the establishment of vetting mechanisms, as mandated;
- Contributes to the integration of gender perspectives/considerations and specific women/girls' rights issues in all activities and for the equal participation of women and men in all areas of work;

- Maintains effective working relationships with other UN and non-UN actors, national authorities, donors and other stakeholders for effective policy coordination;
- Supports the management of technical cooperation projects;
- Provides guidance and coaching to new or more junior staff;
- Performs other related duties as required.

Competencies

- **Professionalism:** Proven sensitivity to the political and social environment and ability to adjust behaviours accordingly; In-depth knowledge of human rights principles, international mechanisms and related concepts, including protection of civilians, transitional justice, humanitarian action, , legislative and rule of law reforms and gender mainstreaming; Good knowledge of institutional mandates relevant to the position, organizational policies and methodologies relating to human rights; Capacity to monitor and coordinate human rights-related matters with other UN, NGO, state and/or government stakeholders and to advocate for the respect and integration of human rights in various fora; Good knowledge of planning, implementation, coordination and evaluation of human rights capacity building initiatives for multiple stakeholders; Basic knowledge of project management for the planning, design, monitoring, evaluation and use of resources of human rights technical cooperation projects. Capacity to serve as internal resource person, share knowledge and to deliver training for colleagues and external stakeholders alike; Proven understanding of the relevance of information and data management and its applicability to human rights work; 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; 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. 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 other 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.

Education

An advanced university degree (Master's degree or equivalent) in law, political science, international relations, social sciences, or in a related area is required. A first-

level university degree in combination with two additional years of qualifying experience may be accepted in lieu of the advanced university degree.

Work Experience

A minimum of two years of progressively responsible experience in human rights or a closely related field is required.

Experience working with international human rights standards, instruments and mechanisms required. 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.

Languages

English and French are the working languages of the United Nations. For the post advertised, fluency in oral and written English or French is required. Fluency in Creole is required and knowledge of another United Nations official languages is an advantage.

Assessment

Evaluation of qualified candidates may include an assessment exercise which may be followed by competency-based interview.