



UNITED NATIONS ASSISTANCE MISSION IN SOMALIA
(UN SOM)

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	:	19 JANUARY 2021
DATE OF ISSUANCE	:	21 DECEMBER 2020
FUNCTIONAL TITLE	:	ASSOCIATE HUMAN RIGHTS OFFICER
LEVEL	:	NO-B
SECTION	:	HUMAN RIGHTS & PROTECTION GROUP
LOCATION	:	HARGEISA
DURATION OF CONTRACT	:	ONE (1) YEAR FIXED TERM
VACANCY ANNOUNCEMENT NUMBER	:	UN SOM/HRPG/029/2020

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 post 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 after the job opening has been posted 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 based in the Human Rights and Protection Group (HRPG) within the United Nations Assistance Mission in Somalia (UN SOM), in Hargeisa. The Associate Human Rights Officer will report to the Human Rights Officer.

Duties and 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, including from open sources, of relevance to human rights in the designated mission area;
- Participates in discussions with relevant authorities and other influential actors with a view to stop or prevent human rights violations, seek remedial action by the authorities and 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;
- 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;
- Assists in 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 and international humanitarian law violations;
- Drafts variety of reports, briefings and other types of communications relating to human rights matters in compliance with established standards;
- Contributes to the formulation of meaningful recommendations and strategies to better promote and protect human rights in the mission area;

- Contributes to the mainstreaming of human rights in the formulation and implementation of the UN peace mission and UN agency activities at country and local levels;
- 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 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;
- Supports national authorities in their implementation of 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 officials, civil society representatives, human rights non-governmental organizations (NGOs) and other national stakeholders in order to build national capacities;
- Ensures the timely entry of accurate and verified 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:** 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.
- **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.
- **Team work:** 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.

Qualifications

Education: An advanced university degree (Master's degree or equivalent) in law, political science, international relations, social sciences, or in a related area. A first-level university degree in combination with two (2) additional years of qualifying experience may be accepted in lieu of the advanced university degree.

Experience: A minimum of two (2) years of progressively responsible experience in human rights or a closely related field is required.

Desirables: Experience working with 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. Experience in analyzing large amounts of information, including from open sources.

Language: English and French are the working languages of the United Nations Secretariat. For this position, fluency in English and Somali (both oral and written) is required.

Assessment

Method: Evaluation of qualified candidates for this position may include a substantive assessment which will be followed by a competency-based interview.

How to Apply:

Qualified candidates may submit their applications including their United Nations Personal History form (PHP) to the address mentioned below **quoting vacancy announcement number and functional title on the subject line on or before the deadline.** The PHP is on the <https://unsos.unmissions.org/jobs>. Applications submitted after the deadline **19 January 2021** will not be accepted. **Curriculum Vitae (CVs) will not be accepted.** Only shortlisted applicants will be contacted. **FEMALE CANDIDATES ARE PARTICULARLY ENCOURAGED TO APPLY**

Email: recruitment-unsoa@un.org

Kindly attach copies of relevant academic certificates, Passport and or National Identification Card. These are required as part of your application for consideration of eligibility. Please note CID and 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).