



Organization for Security and Co-operation in Europe

SEC.VN/25/10
20 January 2010
RESTRICTED
ENGLISH only

Vacancy Notice Number: VNODIS00231
Vacancy Type: International Seconded
Field of Expertise: HUMAN RIGHTS
Functional Level (LoPC):
Post Title: HUMAN RIGHTS OFFICER
OSCE Mission/Institution: Office for Democratic Institutions and Human Rights
Duty Station: Warsaw, Poland
No. of Positions: 1
Date of Entry on Duty:
Vacancy Notice Issue Date: 20-Jan-2010
Deadline for Application: 18-Feb-2010

Background

This position is open for secondment only and participating States are kindly reminded that all costs in relation to assignment at ODIHR must be borne by their authorities. Candidates should, prior to applying, verify with their respective nominating authority to which extent financial remuneration and/or benefit packages will be offered. Seconded staff members in the OSCE Secretariat and Institutions are not entitled to a Board and Lodging Allowance payable by the Organization.

The Office for Democratic Institutions and Human Rights (ODIHR) is the principal institution of the OSCE responsible for the human dimension. ODIHR is active throughout the OSCE area in the fields of election observation, democratic development, human rights, tolerance and non-discrimination, and the rule of law. ODIHR's assistance projects and other activities are implemented in participating States in accordance with ODIHR's mandate.

Tasks and Responsibilities

Under the general guidance and supervision of the Head of the Human Rights Department (HRD), the incumbent will be mainly engaged in providing subject matter expertise; developing, overseeing and implementing the Human Rights, Women and Security Programme of the ODIHR; and identifying opportunities to promote awareness among participating states, OSCE Institutions and field operations of the relevance of women's human rights/gender equality to security promotion and providing support in effective means of integrating a gender perspective in human rights and security promotion. More specifically, he/she will carry out the following duties:

- Identifying, developing, implementing and evaluating programmatic activities and projects on human rights of women/gender equality and security areas of concern for/with non-governmental organizations, governmental authorities and OSCE staff and missions;
- Identifying opportunities and promoting awareness among participating states and OSCE Institutions and field operations of the relevance of women's human rights/gender equality to security promotion and effective means of integrating a gender perspective in human rights and security promotion;
- Building alliances and networks with independent experts, international and national governmental and non-governmental actors to develop regional collaboration and sharing of best practice, exchange information, coordinate activities and implement common programs;
- Performing other related duties as assigned.

Necessary Qualifications

- University degree in social sciences, international relations/political science or other related field; specialization in

human rights preferred; advanced degree preferred;

- A minimum of six years of progressively responsible and relevant professional experience in the field of women's human rights including experience at the international level;
- Knowledge of UN, Council of Europe and OSCE human rights and equality standards;
- Experience in designing and implementing projects;
- In-depth knowledge of women's human rights and security-related issues, related mechanisms and implementation efforts;
- Expertise in gender-based analysis;
- Ability to work with minimal supervision and under pressure;
- Discretion, tact and sound political judgement;
- Willingness to travel on a frequent basis;
- Excellent oral and written communication skills in English; knowledge of other OSCE languages, in particular Russian, would be desirable;
- Ability to work effectively with people of different national and cultural backgrounds.

This post is open for secondment only. Candidates are requested to apply through the OSCE desk of the respective Ministry for Foreign Affairs several days prior to deadline expiration to ensure timely processing of the application. Delayed nominations will not be considered.

The OSCE is committed to achieving a better balance of women and men within the Organization.

The nomination of female candidates is particularly encouraged.

The OSCE is a non-career organization committed to the principle of staff rotation.