

Position: Gender and Human Rights Adviser	Employment Regime: Seconded/Contracted	Post Category: Expert
Ref. number: IAT 10	Location: Baghdad	Availability: ASAP
Component/Department/Unit: Head of Mission Office	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Gender and Human Rights Adviser reports to the Deputy Head of Mission/Chief of Staff.

2. Main Tasks and Responsibilities:

- To act as the Mission focal point for gender and gender mainstreaming.
- To advise on gender and gender mainstreaming within the Mission as well as throughout the Mission's activities.
- To advise on the mechanisms to be established and used within the Mission for monitoring, implementing and evaluating relevant international instruments for gender equality and mainstreaming, including UN Security Council Resolutions on Women, Peace and Security.
- To undertake systematic gender analysis of all aspects of the implementation of the Mission's mandate, including policy development, monitoring and reporting, data collection and staffing.
- In close coordination with the Mission's operational components, to advise on the promotion of gender equality and gender-sensitive policy among host state authorities and ensure that these aspects are incorporated in a coordinated and consistent manner in the Mission's Implementation Plan.
- To liaise with the local and international entities involved in the promotion of gender equality and gender mainstreaming.
- To act as the Mission focal point for human rights matters.
- To advise on human rights mainstreaming throughout the Mission's activities.
- In close coordination with the Mission's operational components, to advise on the promotion of human rights among host state authorities and ensure that these aspects are incorporated in a coordinated and consistent manner in the Mission's Implementation Plan.
- To monitor and analyse the human rights situation in the host state.
- To liaise with local and international entities involved in the promotion and monitoring of human rights in the host state.
- To advise on the development and management of strategic communications with regards to human rights.
- To perform any other task as requested by the Line Manager.

3. Mission Specific Tasks and Responsibilities

- To monitor and analyse the gender situation in the host state.
- To advise on the development and management of strategic communications with regards to gender issues.
- To contribute to the development and periodic review of relevant Mission Standard Operating Procedures (SOPs) in the area of promoting gender equality and gender mainstreaming.
- To contribute to Mission's reporting and information flow on gender related aspects.
- To contribute to identify and report on lessons and best practices within the field of gender.
- To contribute to the induction training of Mission's staff members as required.

- To contribute to the development and periodic review of relevant Mission Standard Operating Procedures (SOPs) in the area of human rights.
- To contribute to Mission's reporting and information flow on human rights related aspects.
- To contribute to the induction training of Mission's staff members within the field of human rights as required.
- To contribute to identify and report on lessons learned and best practices within the field of human rights.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree AND
- A minimum of 5 years of relevant professional experience in gender/human rights and gender/human rights mainstreaming issues and tools, in particular in a post-conflict environment/ SSR process, after having fulfilled the education requirements;
- Practical experience in/ sound knowledge of gender and gender mainstreaming issues and tools, in particular in a post-conflict environment/ SSR process.
- Understanding and sensitivity to the basic principles of human rights legislation and inter-group relations;
- Analytical skills and ability to conduct gender and human rights analysis.

5. Desirable Qualifications and Experience

- Pedagogical/training skills;
- Knowledge of investigative and conciliation techniques in the human rights field;
- Proactive in developing strategies to accomplish objectives.