

<b>Position Name:</b> FO Human Rights Adviser	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> AG 24	<b>Location:</b> Agadez	<b>Availability:</b> As soon as possible
<b>Component/Department/Unit:</b> Operations Department/ Field Office	<b>Security Clearance Level:</b> EU RESTRICTED	<b>Open to Contributing Third States:</b> No

### 1. Reporting Line:

The Human Rights Adviser reports to the Head of Field Office.

### 2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To collect and collate statistics about the workload/performance of local counterparts;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Advisers and Advisers, as appropriate;
- To identify best practice and lessons learned within the field of responsibility;
- To design and deliver training, as appropriate;
- To undertake any other related tasks, as requested by the Line Manager(s).

### 3. Mission Specific Tasks and Responsibilities:

- To assist the Nigerien authorities in fulfilling their obligations to protect and promote Human Rights and fundamental freedoms in general, and in areas that lie at the intersection between Human Rights and security;
- To monitor and analyse the state of play of Human Rights and protections developments in the host country and to provide the expertise, technical assistance as well as training and capacity building, to enhance compliance with its Human Rights commitments;
- To Monitor and analyse the Mission mandate and commitments related to Human Rights, including with a particular focus on Human Rights defenders, providing advice and recommendations, and preparing general and issue-specific reports and/or other background material, letters and public statements;
- To identify, develop, and implement programmatic activities and projects on key Human Rights issues, including, deliver trainings, expert workshops, training activities and networking events;
- To build alliances and networks with independent experts, international and national governmental and non-governmental actors, to exchange information, share best practices, co-ordinate activities and implement common programs in the area of Human Rights protection and promotion;
- To liaise with the local and international entities involved in the promotion of Human Rights mainstreaming;
- To contribute to Mission's reporting and information flow on Human Rights protection and promotion related aspects;
- To design and conduct training for members of the Nigerien security services, civil society and other partners in order to enhance Human Rights protection and promotion, in his area of responsibilities;
- To liaise with relevant Government institutions in Agadez region in order to elaborate programs in Human Rights advocacy and awareness;

- To coordinate with relevant components of the Mission, governmental authorities (Agadez region) and partners working on Human Rights protection and promotion in order to develop training module in Human Rights protection and promotion;
- To collect and collate statistics about Human Rights respect practices of the Nigerien security forces within the field of responsibilities;
- To advice the Head of Field Office in planning activities in the field of Human Rights protection and promotion.

#### **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. The qualification should be in any of the fields of Social Sciences (e.g. Political Science, International Relations, International criminal law, international humanitarian law; Human Rights studies) OR equivalent and attested police or/and military rank AND
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements;
- Experience in and sound knowledge of Human Rights and Protection mainstreaming issues and tools, in particular in volatile security environment or in a post-conflict environment/ SSR process.

#### **5. Essential Knowledge, Skills and Abilities:**

- Analytical and advocacy skills on Human Rights protection and promotion issues;
- Inter-personal and negotiations skills;
- Ability to work under pressure and with multi-disciplinary and multicultural teams;
- Abilities to establish and maintain relationships with a board range of people to understand needs and gain support;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

#### **6. Desirable Qualifications and Experience:**

- Experience in Human Rights advocacy or related field;
- Experience in conception of Human Rights manuals, drafting report and other materials;
- Experience as activist lawyer in international institutions desirably advocating for Human Rights protection;
- Experience in Human Rights advocacy with military or/and police training;
- Experience in working with international organisations in Human Rights protection and promotion and related field.

#### **7. Desirable Knowledge, Skills and Abilities:**

- Communication and drafting skills;
- Computer skills and use of advanced research tools;
- Teamwork and interpersonal skills and ability to maintain effective working relations in multi-cultural and sensitive environment;
- Knowledge of Africa, especially the Sahel sub-region;
- Awareness of the Nigerien religious and cultural sensitivity; preferably cultural and traditional specificity of the region of Agadez.