

Position Name: Gender and Human Rights Adviser	Employment Regime: Seconded	
Ref. Number: IAT 14	Location: Baghdad, Iraq	Availability: 26/02/2020
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 human rights matters as well as for gender equality, mainstreaming and Women, Peace and Security (WPS) related dimensions;
- To advise on the integration of a gender perspective and gender and human rights mainstreaming within the Mission as well as in the analysis, planning and conduct of Mission activities;
- To suggest on the mechanisms to be established and used within the Mission for monitoring, implementing and evaluating EU and other relevant international instruments for gender equality, mainstreaming and UN Security Council Resolutions on WPS;
- To support the development of a systematic gender analysis of all aspects of the implementation of the Mission mandate, including policy development, monitoring, execution and reporting, data collection and staffing;
- In coordination with the Mission's operational components, advise on the promotion of gender equality, gender-sensitive policy and human rights among host state authorities in order to ensure that these aspects are integrated while being consistent with the Mission Implementation Plan (MIP);
- To contribute to the development and periodic review of relevant Mission Standard Operating Procedures (SOPs) in the area of human rights and of promoting gender equality and gender mainstreaming;
- To monitor and analyse the gender situation, gender relations and the human rights situation in the host state;
- To advise on the development and management of strategic communication with regards to gender dimensions and human rights;
- To liaise with local and international entities involved in the promotion and monitoring of human rights and of gender equality and gender mainstreaming;
- To undertake any other related task as requested by the Line Manager(s).

3. Mission Specific Tasks and Responsibilities:

- To contribute to Mission reporting and information flow on gender and human rights related aspects;
- To contribute to identify and report on lessons learned and best practices in the field of gender and 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 second 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 and gender mainstreaming issues and tools and/or human rights and human rights mainstreaming issues and tools, in

particular in a post-conflict environment/SSR process, after having fulfilled the education requirements;

- Successfully completed one of the established training courses for gender advisers.

5. Essential Knowledge, Skills and Abilities:

- Excellent analytical capability and knowledge of information collection and analytical methods;
- Analytical skills and ability to conduct gender analysis;
- Negotiations skills;
- Proactivity in developing strategies to accomplish objectives;
- Pedagogical/training skills;
- Drafting skills;
- Knowledge of investigative and conciliation techniques in the field of human rights;
- Understanding and sensitivity to the basic principles of human rights legislation and inter-group relations.

6. Desirable Qualifications and Experience:

- Qualification in any of the fields of Communication Sciences, Political Science, International Relations or Business Administration;
- Professional experience in the field of communication/press and/or public relations;

7. Desirable knowledge, skills and abilities:

- Knowledge of Arabic.