

Position: Human Rights Adviser	Employment Regime: Seconded	
Ref. number: MA 169	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Head of Mission/Deputy Head of Mission/ Chief of Staff Office	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Human Rights Adviser reports to the Head of Mission through the Chief of Staff.

2. Main Tasks and Responsibilities:

- 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 direct capacity building efforts on human rights to increase human rights compliance of the host state authorities;
- To monitor and analyse the human rights situation in the host state and assess their impact on the activities of the Mission;
- 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 contribute to the development and periodic review of relevant Mission Standard Operating Procedures (SOPs);
- 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 as required;
- To contribute to identify and report on lessons learned and best practices within the field of human rights;
- To undertake any other related task as requested by the Line Manager(s).

3. General Specific Tasks and Responsibilities:

- To maintain contacts with key international stakeholders (including EUDEL, EUTM, MINUSMA) and local actors in the field of human rights, and to seek opportunities for enhanced coordination and cooperation regarding the Mission's activities related to human rights. This may involve participating in coordination mechanisms and working groups;
- To promote a human-rights based approach internally, in relation to the implementation of the Mission's mandate;
- To advise the Head of Mission on human rights due diligence measures;
- To monitor and analyze the situation of children's rights and children affected by armed conflict.
- To work closely together with the Mission's Gender Adviser to ensure coordination of the crosscutting human rights and gender related issues;

4. Essential Qualifications 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 human rights and human rights mainstreaming issues and tools, particularly in a post-conflict environment/SSR process, after having

fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Good understanding of human rights legislation and human rights protection systems;
- Thorough knowledge of human rights mainstreaming issues and tools, particularly in a post-conflict environment/SSR process;
- Drafting and reporting skills;
- Understanding and sensitivity to the basic principles of human rights legislation and inter-group relations;
- A solid understanding of the role of the civil society;
- Analytical skills and strategic and creative thinking;
- Ability to work independently with minimum supervision;
- Knowledge of human rights investigation and conciliation techniques;
- Ability to establish and maintain relationships with a broad range of people and organisations to understand needs and gain support;
- Proactive in developing strategies to accomplish objectives;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications Experience:

- Familiarity with human rights-based approach (HRBA) and ability to apply this conceptual framework;
- Experience of conducting training in the area of human rights, to a police service or to other security or justice institutions/organisations;
- Experience of work in the field of human rights in an international setting, preferably in a conflict, or post-conflict, setting;
- Experience in developing projects;
- A previous relevant professional experience in Africa would be an asset.

Position Name: Anti-Corruption Expert (*)	Employment Regime: Seconded	
Ref. Number: MA 170	Location: Bamako	Availability: As soon as possible
Department/Component/Unit: Operations/Security Sector Reform Component	Level of Security Clearance: EU CONFIDENTIAL	Open to contributing Third States: Yes

1. Reporting Line

The Anti-Corruption Expert reports to reports to the Head of SSR Component.

2. Main Tasks and Responsibilities

- To contribute at operational level and in his/her field of expertise to the Mission's mandate implementation in accordance with the CONOPS, OPLAN and Mission Implementation Plan (MIP);
- To provide strategic advice and assistance to the relevant Malian partners in developing a legal/regulatory framework in accordance with the agreed policies and guidelines and in coordination with other international actors and stakeholders;
- To provide expertise to strengthen the Malian capabilities in Anti-Corruption;
- To manage and lead projects in the field of Anti-Corruption;