



Organization for Security and Co-operation in Europe

Vacancy Notice Number: VNSMUS01159
Vacancy Type: International Seconded
Field of Expertise: HUMAN RIGHTS
Functional Level (LoPC): SENIOR PROFESSIONAL
Post Title: HUMAN RIGHTS OFFICER
OSCE Mission/Institution: OSCE Special Monitoring Mission to Ukraine
Duty Station: Kyiv
No. of Positions: 1
Date of Entry on Duty: As soon as possible
Vacancy Notice Issue Date: 22-Jan-2021
Deadline for Application: 12-Feb-2021

General Minimum Requirements

The general minimum requirements for working with the OSCE are:

- Excellent physical condition
- Possession of a valid automobile driving license and ability to drive using manual transmission
- Ability to cope with physical hardship and willingness to work extra hours and in an environment with limited infrastructure

Field of Expertise Requirements

The general minimum requirements for working in this field of expertise are:

- Experience working with human rights, minority or gender issues
- Demonstrable organizational, analytical, communication and interpersonal skills
- Experience in drafting reports

Level of Professional Competence Requirements

Furthermore, this level of responsibility requires the following:

Education:

First-level university degree in law, political science, international relations or human rights related field

Experience:

Minimum 6 years of relevant professional experience

Mission Specific Requirements

Additionally, this particular post has specific requirements:

Mandatory:

- At least six years of relevant professional experience in the area of human rights work;
- Comprehensive knowledge of European and international human rights law, criminal law and/or international

humanitarian law, human rights principles and standards, OSCE Human Dimension commitments and a wide range of related concepts/issues, including protection of civilians, humanitarian action and gender mainstreaming;

- Proven experience in working in a demanding and constantly changing operational environment;
- Discretion and sound judgment in applying expertise to address complex human rights situations and/or sensitive issues;
- Experience in working with a wide range of stakeholders, particularly in the fields of human rights;
- Professional fluency in the English language, both oral and written, and excellent drafting skills;
- Good communication skills, including the capacity to convey complex concepts and recommendations in a clear and concise fashion for different audiences;
- Strong analytical, problem solving, advocacy and mediation/facilitation skills;
- Demonstrated commitment to gender equality objectives as well as the ability to integrate a gender perspective into tasks and activities;
- Demonstrated ability and willingness to work as a member of a team, with people from different cultural and religious backgrounds, different gender and diverse political views, while maintaining impartiality and objectivity, cultural sensitivity and judgment;
- Flexibility and ability to work under pressure and tight deadlines and under minimum supervision;
- Ability to operate Windows applications, including word processing and email.

Desirable:

- Working knowledge of Russian and/or Ukrainian language(s);
- Experience in working on human rights, minorities and/or gender equality issues in all phases of the conflict cycle and/or transitional justice and reconciliation.

Tasks and Responsibilities

If applicable, deployment is subject to attendance to and successful completion of pre-deployment training and assessment.

Applicants are hereby notified that the Special Monitoring Mission to Ukraine (SMM) is designated by the OSCE as a nonfamily duty station. This designation is based on the fluid and dynamic working environment in the SMM. The currently prevailing working conditions in the duty station may include working in a hazardous location with extended hours of service, and possibly curtailed freedom of movement. Successful candidates who are appointed to locations deemed by the OSCE as hazardous will receive hazard pay. In addition, all successful candidates will be required to participate in the OSCE accident and life insurance scheme in accordance with the OSCE Staff Regulations and Staff Rules.

Under the supervision of the Deputy Head of Human Dimension Unit and overall guidance of the Head of Human Dimension Unit, as Human Rights Officer, you will be responsible for:

1. Collecting, researching, documenting and analyzing information pertaining to specific human rights issues;
2. Providing input and advice on human rights issues as relevant to the Mission's work;
3. Preparing briefing notes, talking points, analytical documents, background information and contributing to reports on human rights issues;
4. Participating in the development of operational guidance and data collection tools to support the appropriate implementation of human rights monitoring throughout the country;
5. Co-ordinating with other relevant Mission components, both at the Headquarter and field Monitoring Teams level to ensure appropriate integration of human rights monitoring activities into planning and operational processes;
6. Providing guidance and assistance to the teams activities as requested;
7. Organizing and developing internal capacity building activities on human rights monitoring, particularly on assigned thematic priorities;
8. Contributing to the integration of gender mainstreaming into all human rights monitoring and reporting activities;

9. Keeping abreast of developments in the assigned thematic responsibilities;

10. Establishing and maintaining contacts with national authorities, international organizations, civil society and human rights organizations as well as other OSCE institutions and offices, particularly the OSCE Office for Democratic Institutions and Human Rights (ODIHR), the OSCE Project Co-ordinator in Ukraine, the OSCE Representative on Freedom of the Media and others, as required;

11. Performing other duties as required.

For more detailed information on the structure and work of the OSCE Special Monitoring Mission to Ukraine, please see <https://www.osce.org/special-monitoring-mission-to-ukraine>

The OSCE is committed to diversity and inclusion within its workforce, and encourages the nomination of qualified female and male candidates from all national, religious, ethnic and social backgrounds. Please note that nationals or permanent residents of the country of the duty station are not eligible to apply.

Candidates should, prior to applying, verify with their respective nominating authority to which extent financial remuneration and/or benefit packages will be offered.

Please apply to your relevant authorities several days prior to the deadline expiration to ensure timely processing of your application. Delayed nominations will not be considered.