

Position Name: Human Rights Adviser	Employment Regime: Seconded	
Ref. number: SOM-144	Location: Mogadishu	Availability: ASAP
Department/Division/Section: 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 Chief of Staff.

2. Main Tasks and Responsibilities:

- To act as the Mission adviser on human rights matters;
- To advise on human rights mainstreaming throughout the Mission's activities; within the Mission as well as in the analysis, planning and conduct of 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 coordinate with other EU actors in the host state to ensure an integrated approach;
- 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 train Mission's staff members on human rights aspects 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 Tasks and Responsibilities:

- To maintain contacts with key international stakeholders (including EUDEL, EUTM, UNSOM) 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 monitor and analyse 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;
- To ensure development of and oversight over the implementation of the Mission Internal Human Rights Strategy and Human Rights Action Plan;
- To work proactively ensuring that the mission leadership and key staff are up to date with the human rights related situation in the mission area;
- To advice the Head of Mission on human rights due diligence measures.

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 proactively and 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;
- Training skills.

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 right, 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.

7. Desirable Knowledge, Skills and Abilities:

N/A