

United Nations

*Job Description for Positions requiring official secondment
from national governments of Member States of the United Nations Organization
Appointments are limited to service on posts financed by
the support account of peace operations and subject to the approval of United Nations General
Assembly and renewal of the UNMISS' mandate.*

Post title and level	<u>Sexual and Gender Based Violence Advisor</u> of the Specialized Police Team (SPT) in Sexual and Gender-Based Violence (SGBV), non-contracted
Organizational Unit	United Nations Mission in South Sudan (UNMISS)
Duty Station	Juba, South Sudan
Reporting to	SPT Team Member
Duration	12 Month (extendible)

United Nations Core Values: Integrity, Professionalism and Respect for Diversity

RESPONSIBILITIES:

Under the guidance and supervision of the SGBV SPT Team Leader, the incumbent will contribute to planning and implementing activities for fulfilling the mandate on Women, Peace and Security (SCR 1325), Child rights and child protection related activities mandated by the Security Council resolutions on Children And Armed Conflict (CAAC), which were established to protect children from the effects of conflict with latest resolution 2427 (2018) and finally implementing the current mission mandate for UNMISS 2567, (2021). The implementation takes place following the guidelines given by UNPOL Gender Toolkit. He/she will be coordinating and functioning of the various components associated with SGBV/CRSV work, implementing the protection of civilian's strategy in the redesignated (IDP) Camps at the Gender, Child and Vulnerable Persons Protection (GCVPP) FO level: S/he will be responsible for, but not limited to the performance of the following duties:

- Assist the SPT SGBV Team Leader in the design and implementation of strategies for prevention, investigation, prosecution of SGBV/CRSV, Child abuse and related Human Rights violations against vulnerable groups in accordance with the SGBV Specialized Police Team Project plan.
- Assess and implements the GCVPP Strategy.
- Assist and advise UNPOL Management in the design, implementation, monitoring & evaluation of projects aimed to combat SGBV/CRSV, Human Rights violations child abuse etc.
- Conduct needs assessments and research on gender-related issues inside and outside of IDP camp such as SGBV, for example domestic violence, Children and Armed Conflict (CAAC), for example 6 grave violation against children etc. These include research and analyses on crime trends to develop and enhance knowledge of gender-based crimes.
- Conduct needs assessments on the host-state police capacity and requirements to investigate SGBV-CAAC, in particular on the functioning of the host-state police special protection (SPU) units and training needs.
- Provide technical assistance and advice on the structure and resources required for the effective functioning of the host-state law enforcement agencies

- Advocate and Sensitize host-state police, security and government institutions and civil society actors on issues related sexual and gender-based violence (SGBV) and (CAAC) in cooperation with other relevant stakeholders.
- Co-locate, provide technical assistance and advise, mentor, guide and as well monitor host-state police investigators investigating (SGBV) and Conflict related Sexual Violence (CRSV) as well as other serious human right violation related issues.
- Conduct specialized sensitizing in collaboration with other actors and beneficiaries, train-the-trainers' programs, for host-state police SGBV officers identifying, investigating and managing SGBV-CAAC cases, interviewing and handling victims-witnesses-suspects, facilitating referral services, report writing and record keeping through a database.
- Assist in development of curricula for Training on the prevention and investigation of SGBV-CAAC of the host State police as part of Capacity, Confidence, and trust building.
- Advise on the integration of community sensitization/awareness strategies into the operations of the host-state specialized SGBV police units.
- Advise on a referral and networking system with other stakeholders dealing with women's and children's rights including assisting in compiling lists of contacts and services provided, as well as drafting standard operating procedures.
- Interact with the community, church etc. leaders and members inside and outside of the IDP Camp.
- Raise their awareness related to SGBV, CAAC, CRSV and Child protection issues as well as building confidence and trust between community and host-state Police.
- Enhance support for survivors of SGBV inside and outside of the IDP Camps.
- Prepare guidelines and standard operating procedures, memory cards and other tools.
- Liaise and collaborate with the UNPOL field mission Gender Adviser and Gender Officers, field mission Gender Unit and other relevant offices, UN agencies when present, host-state government departments, international and national non-governmental organizations (NGOs), and women's organizations and community-based organizations.
- Represent UNPOL in joint technical working groups, conferences, task forces, events and interagency forums and liaise with Gender Focal Points, etc. from other sections or agencies to promote capacity building of GCVPP.
- Raise awareness, train, and build the capacity of UNPOL officers on SGBV/CAAC issues to enhance operational effectiveness.
- Provide leadership in incorporating gender perspectives into the substantive work including knowledge and experience in the identification and handling of gender issues as well as ensuring appropriate attention to both gender balance and geographic representation in staffing.
- Ensure regular evaluation on the progress of implementation of activities and programs.
- Provide Team leader with daily, weekly, monthly, bi-annual situation report using the official and uniformed reporting forms/system.
- Perform all other duties as may be required by UNMISS UNPOL Leadership.

COMPETENCIES:

Professionalism: Shows pride in work and achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving

results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. Possesses diplomatic, negotiation and excellent communication (spoken and written) skills, including the ability to draft/edit a variety of written documents and to articulate ideas in a clear and concise style, mediation skills and the ability to liaise with internal and external stakeholders. Ability to identify the clients and their needs.

Teamwork: Works collaboratively with colleagues to achieve organizational goals. Solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others. Places team agenda before personal agenda. Supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position. Shares credit for team accomplishments and accepts joint responsibility for team shortcomings

Communications: Speaks and write clear and effectively; listen to others, correctly interprets messages from others and responds appropriately; tailors language, tone, style, and format to match the audience; demonstrates openness in sharing information and keeping people informed.

Client orientation: Consider all those to whom services are provided to be “clients” and seeks to see things from clients’ point of view; identifies clients’ needs and matches them to appropriate solutions; keeps clients informed of progress or setbacks in projects; meets timeline for delivery of product or services to client.

QUALIFICATIONS:

Education: Graduation from Police College or Academy or other recognized law enforcement educational institution is required. University degree in law, law enforcement, police studies, crime management, community development, gender studies criminology, crime analysis, criminal intelligence or related field is desired. Specialized training in investigation of SGBV and CRSV crimes, community policing is an advantage.

Work Experience: A minimum of 5 years of active police experience within the fields of crime investigations preferably sexual and gender-based violence, community-oriented policing, crime scene management, forensics, victim support is required. Experience in training, police administration, policy development, implementation of programmes related to the promotion of gender equality – desired. Experience and knowledge of database development, such as Microsoft Access is highly desirable; previous experience in UN peace operations or other international environment is an advantage.

Languages: For the post advertised, fluency in oral and written English is required. Knowledge of a second official UN language (Arabic) is an advantage.

Assessment for Mission Service: All candidates should be cleared through an Assessment for Mission Service (AMS) either by a Selection Assistance and Assessment Team (SAAT) deployed to a Member State or on the basis of an in-mission AMS upon arrival of the candidates. Failure to pass the in-mission assessment will result in candidate’s repatriation. All repatriation related expenses in this case are to be borne by the Member State. Therefore, the Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State prior to the police personnel deployment.

Preference will be given to equally qualified women candidates.

Date of Issuance: 14 May 2021

<http://www.un.org/en/peacekeeping/sites/police>

In accordance with the UN Policy on Human Rights Screening of UN Personnel, all individuals who seek to serve with the United Nations, are requested to make “self-attestation” that s/he has not committed any serious criminal offences and has not been involved in violations of international human rights or international humanitarian law. The exact

wording of the self-attestation is outlined in para. 5.2 of the above mentioned Policy. The final decision on the selection of an individual to serve with the United Nations will also be subject to human rights screening.