

Position: Human Rights Adviser	Employment Regime: Seconded	Post Category for Contracted:
Ref. number: MA 112	Location: Bamako	Availability: 15/03/2022
Component/Department/Unit: 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 focal point for human rights matters;
- To advise on human rights mainstreaming throughout the Mission's activities in accordance with the Guidelines on Human Rights Mainstreaming and Human Rights Due Diligence
- 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 coordinate with the Trainer on Human Rights and Gender to train the members of the Malian Internal Security Forces (National Police, Gendarmerie and National Guard - ISF) on principles of human rights and gender and their practical application in the day-to-day activities of the three forces as required
- To monitor and analyse the human rights situation in the host state and assess their impact on the activities of the Mission, including the situation of children's rights and children affected by armed conflict;
- 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 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 in accordance with the Guidelines on Human Rights Mainstreaming and Human Rights Due Diligence;
- To work closely together with the Mission's Gender and Human Rights advisers and experts to ensure coordination of the crosscutting Human Rights and gender related issues.

3. General Tasks and Responsibilities:

- To contribute to mission reporting in the area of competence;
- To support and contribute to the identification of lessons learnt and best practices in the area of competence;
- To take account of gender equality and human rights aspects in the execution of tasks;

- To perform any other tasks assigned by the line manager.

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/B2 (Independent User);
- English language skills: minimum level B1/B2 (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.

7. Desirable Knowledge, Skills and Abilities: N/A