

Position Name: Human Rights Adviser	Employment Regime: Seconded	
Ref. Number: NI 54	Location: Niamey	Availability: 01 Dec 2021
Component/Department/Unit: Operations Department/ Training Unit	Security Clearance Level: No (as only access up to EU RESTRICTED required)	Open to Invited Third States: Yes

1. Reporting Line:

The Human Rights Adviser reports to the Head of Training Unit.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To ensure compliance with instruction/direction from Mission management;
- To identify training requirements and opportunities through a close monitoring and analysis of the state of play of Human Rights and protections developments in the host country with a view to enhance compliance with its Human Rights commitments;
- To establish and maintain necessary contacts and build relationships with the Nigerien security forces;
- To design and deliver bespoke training for members of the Nigerien security forces with regards to International Humanitarian Law, Human Rights concepts;
- To develop the Training Module Human rights in framework of all European security building initiative in coordination with the Strategic Training Expert of the Mission;
- To contribute to collecting statistics about Human Rights and Gender aspects of the Nigerien Security Forces;
- To integrate the fundamental concepts of Human Rights and International Humanitarian Law in all the training provided in the training unit;
- To exchange information, share best practices, co-ordinate activities and implement common programs in the area of Human Rights protection and promotion with independent experts, international and national governmental and non-governmental actors.

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 and 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 second cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree **OR** equivalent and attested police or/and military education or training or an award of an equivalent rank. The qualification should be in any of the fields of Human Rights, politics or other relevant fields; **AND**
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Practical experience in the design of training curricula, the conduct and evaluation of training especially in International Humanitarian Law, Human Rights and Gender issues;
- Experience in developing initiatives to promote Human Rights and accountability in the justice sector;
- Substantial knowledge of the roles of the different security actors, as well as of justice institutions and criminal justice system;
- Inter-personal and negotiations skills;
- Analytical and advocacy skills on Human Rights and Gender issues;
- Training experience;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience as a professional in the criminal justice system;

7. Desirable Knowledge, Skills and Abilities:

- Good communication and drafting skills;
- Ability to establishing and maintaining effective working relations in a multi-cultural, multi-ethnic environment with sensitive and respect to gender and diversity;
- Good understanding of the Sahel sub-region;
- Knowledge of national and international institutions operating in the region on Human Rights and Gender Equality.