

Position: Trainer on Human Rights and Gender	Employment Regime: Seconded	
Ref. number: MA 089	Location: Bamako	Availability: As soon as possible
Component/Department/Unit: Operations Department/Capacity Building Component	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: Yes

1. Reporting Line:

The Trainer on Human Rights and Gender reports to the Deputy Head of Capacity Building Component/Trainers Team Leader.

2. Main Tasks and Responsibilities:

- To train the members of the Malian Internal Security Forces (National Police, Gendarmerie and National Guard - ISF) on principles of international human rights and international humanitarian law and gender and their practical application in the day-to-day activities of the three forces;
- To train future Malian Human Rights and Gender trainers (Train the Trainers) in the fields concerned;
- To identify, in coordination with the Human Rights and Gender Advisors, the Malian ISF training needs in the fields of human rights and gender and develop trainings accordingly;
- To support the integration of human rights and gender principles in all in-service ISF trainings in cooperation with other members of the Capacity Building Component;
- To train and provide tactical and operational advice to component leaders;
- To contribute to the elaboration of Standard Operation Procedures and regulatory frameworks;
- To coordinate with actions already undertaken and to be taken by international stakeholders and Malian organisations working in the field of human rights and gender.
- To support host state authorities in developing training strategies/policies/plans/curricula/training institutions as directed by the Team Leader Trainers;
- To identify required reforms and appropriate support to be provided by the Mission, including through advice/mentoring and/or direct training;
- To provide input to the development and regular updating of the Mission Implementation Plan (MIP) in the field of training;
- To conduct Mission direct training activities according to the MIP and the relevant agreed training curricula;
- To contribute to the Unit's contribution to the Mission's internal and external reporting against benchmarking, also assessing the consistency and sustainability of Mission's training activities over time, and to provide recommendations for the improvement of Mission's performance;
- To prepare, chair and/or take part in briefings related to trainings with other Mission's Units/Components.

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, gender mainstreaming and human rights mainstreaming 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 first 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; **AND**
- After having fulfilled the education requirements, a minimum of 4 years of relevant professional experience, in national/international training units/programmes.

5. Essential Knowledge, Skills and Abilities:

- Presentation and communication skills;
- Innovative thinking;
- Ability to plan, multi-task and manage time effectively;
- French language skills: minimum level B1/B2 (Independent User);
- English language skills: minimum level B1/B2 (Independent User).

6. Desirable Qualifications and Experience:

- Professional Training Qualification/Certification;
- Successful completion of training courses in the field of human rights and gender;
- A minimum of 2 years of experience as a trainer in human rights and gender for law enforcement officials;
- Experience with human rights mainstreaming (Human Rights Based Approach) and Human Rights Due diligence;
- Experience as Senior Law Enforcement Officer or as civilian working in the field of law enforcement;
- Experience in international efforts to support host state reforms in the area of Security Sector/Rule of Law;
- International experience, particularly in crisis areas with multi-national and international organisations.

7. Desirable Knowledge, Skills and Abilities:

- Ability to work in a team;
- Knowledge of human rights mainstreaming issues and tools, particularly in an SSR process;
- Decent knowledge of international human rights and IHL;
- A solid understanding of the role of the civil society;
- Excellent knowledge of gender equality, Women Peace and Security and Gender Mainstreaming;
- Very good training and pedagogic skills;
- Ability to produce written and visual training materials.