

Position Name: Human Rights and Gender Adviser	Employment Regime: Seconded	
Ref. Number: IAT 14	Location: Baghdad, Iraq	Availability: Feb. 2022
Component/Department/Unit: Office of the Chief of Staff	Security Clearance Level: EU CONFIDENTIAL	Open to Contributing Third States: No

1. Reporting Line:

The Human Rights and Gender Adviser reports to the Chief of Staff.

2. Main Tasks and Responsibilities:

- To be the Mission's focal point for human rights and gender;
- To stay abreast of human rights developments in theatre and in the region and to provide analysis and advice on the same to the Mission's Senior Management, particularly in view of their possible impact on the Mission mandate implementation;
- To act as the Mission focal point for the Mission's Human Rights Due Diligence Policy;
- To advise both on human rights and gender mainstreaming within the Mission, including on the human rights based approach and on the integration of gender perspectives in all internal and external Mission activities;
- To advise the Mission's Senior Management and Mission Members on the implementation of the CivOpsCdr Operational Guidelines on Human Rights Mainstreaming and Human Rights Due Diligence;
- To spearhead the implementation of the Mission's Human Rights Strategy and related SOPs, covering all phases of the Mandate implementation cycle, including during analysis, planning, conduct, monitoring, reporting, and review;
- To provide human rights and gender related advice directly to the host state authorities, in close collaboration with the OPS SA on HR&G and consistent with the Mission's Implementation Plan;
- To design mechanisms for monitoring, implementing and evaluating the Mission's compliance with EU Human Rights obligations, including those relevant for gender equality, such as the UN Security Council Resolutions on WPS;
- To raise awareness, promote adherence to, and the implementation of, the Iraqi national human rights instruments, including the Iraqi National Human Rights Plan and the Kurdish Regional Human Rights Plan, within the context of the Security Sector Reform programme;
- To establish and maintain excellent liaisons, coordination, and collaboration with relevant Human Rights Stakeholders in-country, both within the national and international community;
- To collaborate with in-country EU entities on the implementation of the EU Human Rights and Democracy Country Strategy, the EU Gender Action Plan/Country Level Implementation Plan, and the EU Civil Society Roadmap for Iraq;
- To spearhead the implementation of the Mission's Gender Strategy and related SOPs, in close collaboration with the OPS SA on HR&G, and to coordinate the Mission's GFP system;
- To advise on the development and management of strategic communications with regards to human rights and gender;
- To contribute to the development and periodic review of relevant Mission Standard Operating Procedures (SOPs) in the area of human rights and of gender equality and gender mainstreaming activities;
- To contribute to the development, implementation, and reviews/progress reporting of the Mission Implementation Plan (MIP);

- Participate in the Mission's Strategic Reviews and OPLAN reviews;
- To contribute to Mission's reporting and information flow on human rights and gender related aspects;
- To contribute to the induction and specific training of Mission's staff members as required.

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 first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree. The qualification should be in any of the fields of Communication Sciences, Political Science, International Relations or Business Administration; AND
- A minimum of 5 years of relevant professional experience in the field of human rights, preferably in a post-conflict environment/SSR process, after having fulfilled the education requirements;
- Successfully completed one of the established ESDC training courses for gender advisors.

5. Essential Knowledge, Skills and Abilities:

- Thorough understanding of the basic principles of human rights and the international human rights framework, particular in the context of SSR;
- Ability to translate international human rights obligations to the national context;
- Analytical skills with an ability to conduct human rights and gender analysis;
- Analytical skills and ability to conduct gender analysis;
- Negotiations skills;
- Proactivity in developing strategies to accomplish objectives;
- Pedagogical/training skills;
- Drafting skills;
- Ability to evaluate analytically;
- Knowledge of investigative and conciliation techniques in the human rights field.

6. Desirable Qualifications and Experience:

N/A

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of Arabic.