

## SECONDED POSTS (4)

<b>Position Name:</b> Human Rights Adviser	<b>Employment Regime:</b> Seconded	
<b>Ref. Number:</b> NI 13/1	<b>Location:</b> Niamey	<b>Availability:</b> 01 Feb 2022
<b>Component/Department/Unit:</b> Chief of Staff Department	<b>Security Clearance Level:</b> No (as only access up to EU RESTRICTED required)	<b>Open to Invited Third States:</b> Yes

### **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 and provide advice on standards for human rights matters and policies relevant to the Mission mandate and ensure internal coordination and consistency;
- To advise the Head of Mission and senior management on human rights mainstreaming in the implementation of the Mission mandate, applying a Human Rights Based Approach in the Mission as well as throughout the Mission's internal and external activities;
- To ensure all human rights aspects are incorporated and consistent with the Mission's planning, reporting and review cycle documents;
- To ensure development and oversight of the implementation of the Mission's Human Rights Action Plan;
- To liaise with local and international entities involved in the promotion and monitoring of human rights in the host state;
- To advise the Head of Mission on the Mission's human rights due diligence framework;
- To proactively ensure that the Mission leadership and key staff are up to date with the human rights situation in the Mission area;
- To work closely with other Mission members in particular the Mission's Gender Adviser, to ensure coordination of crosscutting issues;
- To advise on the development and management of strategic communications regarding human rights;
- To contribute to the development and periodic review of the relevant Mission Standard Operating Procedures;
- To provide training to Mission members on human rights mainstreaming and human rights due diligence;
- To coordinate with other EU actors in the host state to ensure an integrated approach.

### **3. General Tasks and Responsibilities:**

- To identify and report on lessons learned and best practices within the respective area of responsibility;
- 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 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 in human rights and human rights mainstreaming issues and tools, after having fulfilled the education requirements.

**5. Essential Knowledge, Skills and Abilities:**

- Understanding of international human rights law and principles and human rights protection systems;
- Knowledge of human rights mainstreaming issues and tools;
- Drafting and reporting skills;
- Ability to evaluate analytically;
- Knowledge of investigative and conciliation techniques in human rights;
- Understanding and sensitivity to the basic principles of human rights legislation and intergroup relations;
- French language skills: minimum C1 (Independent User);
- English language skills: minimum C1 (Independent User).

**6. Desirable Qualifications and Experience:**

- International experience, particularly in crisis areas with multinational and international organisations.

**7. Desirable Knowledge, Skills and Abilities:**

- Ability to establish and maintain 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.