



**Organization for Security and Co-operation in Europe**

**The Secretariat**

**Department of Human Resources**

**Vienna, 07 April 2022**

**To: All OSCE Delegations in Vienna**

**SUBJECT: ISSUANCE OF A REQUISITION IN THE OSCE OFFICE FOR  
DEMOCRATIC INSTITUTIONS AND HUMAN RIGHTS**

The OSCE Office for Democratic Institutions and Human Rights has identified the following requisition that needs to be filled as soon as possible:

**Human Rights Officer, Gender and Security**

**1 position**

Delegations should identify qualified candidates and submit the OSCE Application Forms to the Talent Acquisition Unit/Department of Human Resources, in the Secretariat. Please note that the deadline date for submission of applications is 17 May 2022.

The requisition can also be found on the OSCE website (<https://vacancies.osce.org/>).

Please note that all costs in relation to assignments at the Secretariat and in the Institutions must be borne by their authorities. In addition, Board and Lodging Allowance (BLA) is not payable for seconded positions in the Secretariat and Institutions.



## Organization for Security and Co-operation in Europe

# Human Rights Officer, Gender and Security (S) (HUM00003Z)

### Primary Location

Office for Democratic Institutions and  
Human Rights (ODIHR), Warsaw

## Job Information

### Profile

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#### Employee Status

Fixed Term

#### Job Type

Seconded

#### Schedule

Full-time

#### Education Level

Bachelor's Degree (First-level university degree or equivalent)

### Compensation

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#### Contract Type

International Secondment

#### Appointment Type

SM.S.I|Fixed-term

#### Grade

INS.S - S

#### Contract duration

12 months

#### Currency

Euro (EUR)

## Job Description

### Description - External

#### Background:

This position is open for secondment only and participating States are kindly reminded that all costs in relation to assignment at OSCE/ODIHR must be borne by their authorities.

Candidates should, prior to applying, verify with their respective nominating authority to which extent financial remuneration and/or benefit packages will be offered. Seconded staff members in the OSCE Secretariat and Institutions are not entitled to a Board and Lodging Allowance payable by the Organization.

The OSCE has a comprehensive approach to security that encompasses politico-military, economic and environmental, and human aspects. It therefore addresses a wide range of security-related concerns, including arms control, confidence- and security-building measures, human rights, combating human trafficking, national minorities, democratization, policing strategies, counter-terrorism and economic and environmental activities. All 57 participating States enjoy equal status, and decisions are taken by consensus on a politically, but not legally binding basis.

The Office for Democratic Institutions and Human Rights (ODIHR) is the principal institution of the OSCE responsible for the human dimension. ODIHR is active throughout the OSCE area in the fields of election observation, democratic development, human rights, tolerance and non-discrimination, and the rule of law. ODIHR's assistance projects and other activities are implemented in participating States in accordance with ODIHR's mandate.

ODIHR Human Rights Department (HRD) assists OSCE participating States in maintaining a human rights based approach in addressing all security challenges and in protecting and promoting human rights and fundamental freedoms for all, through gender-sensitive monitoring, capacity building and expert advice on laws, policies and practices. HRD has two programmatic teams: Human Rights and Security and Human Rights Defenders and Promotion.

Tasks and responsibilities:

Under the general guidance of the Head of Human Rights Department, the incumbent works on mainstreaming of human rights and gender considerations in the security sector. Their thematic focus includes the implementation of the Women, Peace and Security Agenda, gender and human rights in Security Sector Reform and Governance (SSR/G), the security sector's responses to sexual and gender-based violence, human rights of security sector personnel, as well as oversight mechanisms in the security sector. He/she performs the following functions within ODIHR's Gender and Security programme:

1. Advising on, developing, implementing and evaluating activities and projects with a focus on human rights monitoring, capacity building, or expert advice on human rights, gender and security for/with government authorities, executive structures and field operations, as well as non-governmental organizations.
2. Substantially contributing to publications on human rights, gender and security issued by the Human Rights Department.
3. Conceptualizing and delivering training courses on gender aspects of security.
4. Contributing to the overall work of the Human Rights Department in other areas of human rights, including by following relevant developments across the OSCE area and monitoring the human rights situation with special attention to gender issues, as well as advising the management of the Human Rights Department.
5. Identifying opportunities and promoting awareness among participating States, OSCE institutions and field missions of the relevance of gender equality to human rights and security and of integrating a gender perspective in human rights and security, especially those that relate to the security sector, including law enforcement and armed forces, and human rights.
6. Advising ODIHR's management on developments related to gender aspects of security in the OSCE area.
7. Building alliances and networks with independent experts, international and national governmental and non-governmental actors, to develop regional collaboration and sharing of best practice, exchanging information, coordinating activities and implementing common programs.
8. Representing ODIHR at international conferences, meetings and events;
9. Performing other related duties as assigned.

For more detailed information on the structure and work of the OSCE Office for Democratic Institutions and Human Rights, please see: <http://www.osce.org/odihr>

Necessary Qualifications:

- First-level university degree, preferably in international relations, political science, social sciences, law or other disciplines related to human rights;
- At least 6 years of progressively responsible and relevant professional experience in the field of human rights and gender, including experience at the international level in an advisory function;
- Knowledge of UN, Council of Europe and OSCE human rights and equality standards as well as human rights monitoring and reporting methodology and practice;
- Experience of designing and implementing projects;
- Experience on gender aspects of security is mandatory;
- Experience working in or with the security sector is strongly preferred;
- In-depth knowledge of women's human rights and security-related issues and related relevant mechanisms (e.g. UNSCR1325) and implementation efforts;
- Expertise in gender-based analysis and ability to integrate gender perspective into tasks and activities;
- Excellent written and oral communication skills in English; knowledge of Russian or another OSCE language is desirable;
- Demonstrated gender awareness and sensitivity, and an ability to integrate a gender perspective into tasks and activities;
- Ability to work in a team and to establish and maintain effective working relationships with people of different nationalities, religions and cultural backgrounds;
- Computer literate with practical experience with Microsoft applications.

If you wish to apply for this position, please use the OSCE's online application link found under <https://jobs.osce.org/vacancies>.

The OSCE retains the discretion to re-advertise/re-post the vacancy, to cancel the recruitment, to offer an appointment with a modified job description or for a different duration.

Only those applicants who are selected to participate in the subsequent stages of recruitment will be contacted.

Please note that vacancies in the OSCE are open for competition only amongst nationals of participating States, please see <https://www.osce.org/participating-states>.

The OSCE is committed to diversity and inclusion within its workforce, and encourages the nomination of qualified female and male candidates from all religious, ethnic and social backgrounds.

Candidates should be aware that OSCE officials shall conduct themselves at all times in a manner befitting the status of an international civil servant. This includes avoiding any action which may adversely reflect on the integrity, independence and impartiality of their position and function as officials of the OSCE. The OSCE is committed to applying the highest ethical standards in carrying out its mandate. For more information on the values set out in OSCE Competency Model, please see <https://jobs.osce.org/resources/document/our-competency-model>.

Please be aware that the OSCE does not request payment at any stage of the application and review process.

Please apply to your relevant authorities well in advance of the deadline expiration to ensure timely processing of your application. Delayed nominations will not be considered. The OSCE can only process Secondment applications that have been nominated by participating States. For queries relating to your application, please refer to the respective delegation as listed here: <https://www.osce.org/contacts/delegations>.

Closing Date  
May 17, 2022

Target Start Date  
As soon as possible

Issued by  
Office for Democratic Institutions and Human Rights

Number of posts  
1