

Position Name: Human Rights Adviser	Employment Regime: Seconded	
Ref. Number: NI 65	Location: Niamey	Availability: ASAP
Component/Department/Unit: Operations Department/ Training Unit	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: Yes

1. Reporting Line:

The Human Rights Adviser reports to Head of Training Unit.

2. Main Tasks and Responsibilities:

- To act as the focal point for human rights and human rights mainstreaming issues within Operations Department;
- To advise on human rights and human rights mainstreaming issues within the Mission as well as throughout the Mission's activities;
- To undertake human rights analysis of all aspects of the implementation of the Mission's mandate, including policy development, monitoring and reporting, data collection and staffing;
- In close cooperation with the Mission's operational components, to advise on the promotion of human rights amongst host state authorities and to ensure that these aspects are incorporated in a coordinated and consistent manner in the Mission's Implementation Plan;
- 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 enhancing compliance with its Human Rights commitments;
- To establish and maintain necessary contacts and build relationships with relevant Nigerien partners;
- To design and deliver bespoke training for members of the Nigerien security forces with regards to International Humanitarian Law and Human Rights;
- To develop the Training Module on Human rights for Nigerien partners in coordination with the Strategic Training Expert of the Mission;
- To contribute to collecting statistics about Human Rights compliance of the Nigerien Security Forces;
- To integrate the fundamental concepts of Human Rights and International Humanitarian Law in the training provided by the mission to Nigerien partners;
- 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 identify and report on lessons learned and best practices within the respective area of responsibility;
- To contribute and ensure timely reporting on activities within the area of responsibility;
- To take account of gender equality and human rights aspects in the execution of tasks;
- To undertake any other related tasks as requested by the Line Manager(s).

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 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:

- Experience of mainstreaming human rights in an organisation and in developing relationships with counterparts specialising in human rights protection in a host state;
- Practical experience in the design of training curricula, the conduct and evaluation of training especially in International Humanitarian Law and Human Rights;
- Experience in developing initiatives to promote Human Rights and accountability in the security/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;
- Good communication and drafting skills;
- Analytical and advocacy skills on Human Rights issues;
- 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:

- 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;
- Knowledge of national and international institutions operating in the region on Human Rights.