

Position Name: FO Human Rights Adviser	Employment Regime: Seconded	
Ref. Number: AG 04	Location: Agadez	Availability: ASAP
Component/Department/Unit: Field Office/ Operations Cell	Security Clearance Level: EU CONFIDENTIAL	Open to Invited Third States: Yes

1. Reporting Line:

The FO Human Rights Adviser reports to the Head of Field Office and coordinates closely with the Human Rights Adviser and the Gender Adviser (in CoS Department) as well as with the Human Rights Adviser in Operations Department.

2. Main Tasks and Responsibilities:

- To operationalise the Mission mandate and tasks as set out in the planning documents and the Mission Implementation Plan (MIP) by advising and mentoring local counterpart(s) in a structured manner;
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of respective counterparts/institutions and to propose solutions for strengthening same;
- To assist the Nigerien authorities in fulfilling their obligations to protect and promote Human Rights and fundamental freedoms in general, and in areas that lays at the intersection between Human Rights and security;
- To maintain necessary contacts and build relationships with the Nigerien security forces;
- To contribute, to design and deliver training for members of the Nigerien security forces in regards to Human Rights and Gender concepts;
- To provide training courses with focus on Human Rights for the staff of security special units amongst the different security forces;
- To collect and collate statistics about Human Rights and Gender respect practices of the Nigerien Security Forces;
- To liaise with relevant Government institutions in Agadez region in order to elaborate programs in Human Rights advocacy and awareness;
- To coordinate with relevant components of the Mission, governmental authorities (Agadez region) and partners working on Human Rights protection and promotion in order to develop training module in Human Rights protection and promotion;
- To monitor and analyse the state of play of Human Rights and protections developments in the host country and to provide the expertise, technical assistance as well as training and capacity building, to enhance compliance with its Human Rights commitments;
- In coordination with the Strategic Training Expert of the Mission develops the Training Module on Gender in framework of all European security building initiative;
- To liaise with the Human Rights and Gender Experts of the Mission and ensure that Human Rights and Gender aspects are mainstreamed in the operational activities of the Department;
- To identify, develop, and implement programmatic activities and projects on key Human Rights issues, including, deliver trainings, expert workshops, training activities and networking events;
- To build alliances and networks with independent experts, international and national governmental and non-governmental actors, to exchange information, share best practices, co-ordinate activities and implement common programs in the area of Human Rights protection and promotion;
- To liaise with the local and international entities involved in the promotion of Human Rights mainstreaming;
- To advice the Head of Field Office in planning activities in the field of Human Rights and Gender protection and promotion;
- To provide analysis and recommendations to the local counterpart in the area of responsibility;

- To ensure timely reporting on activities within the field of responsibility as per planning documents, in particular progress and/or lack of progress;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Advisers and Advisers as appropriate;
- To design and deliver training, as appropriate.

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 respective 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 Social Sciences (e.g. Political Science, International Relations, International criminal law, international humanitarian law; Human Rights studies) **OR** equivalent and attested police or/and military rank; **AND**
- A minimum of 5 years of relevant professional experience, after having fulfilled the education requirements.

5. Essential Knowledge, Skills and Abilities:

- Analytical and advocacy skills on Human Rights protection and promotion issues;
- Inter-personal and negotiations skills;
- Ability to work under pressure and with multi-disciplinary and multicultural teams;
- Abilities to establish and maintain relationships with a board range of people to understand needs and gain support;
- French language skills: minimum B1 (Independent User);
- English language skills: minimum B1 (Independent User).

6. Desirable Qualifications and Experience:

- Experience in sound knowledge of Human Rights and Protection mainstreaming issues and tools, in particular in volatile security environment or in a post-conflict environment/ SSR process;
- Experience in Human Rights advocacy or related field;
- Experience in conception of Human Rights manuals, drafting report and other materials;
- Experience as activist lawyer in international institutions desirably advocating for Human Rights protection;
- Experience in Human Rights advocacy with military or/and police training will be an asset;
- Experience in working with international organizations in Human Rights protection and promotion and related field.

7. Desirable Knowledge, Skills and Abilities:

- Communication and drafting skills;
- Computer skills and use of advanced research tools;
- Teamwork and interpersonal skills and ability to maintain effective working relations in multi-cultural and sensitive environment;
- Knowledge of Africa, especially the Sahel region;

- Awareness of the Nigerien religious and cultural sensitivity, preferably cultural and traditional specificity of the region of Agadez.