

Position Name: Human Rights Adviser	Employment Regime*: Seconded	Post Category for Contracted:
Ref. number: CA 44	Location: Bangui/CAR	Availability: 09/11/2023
Component/Department/Unit: Chief of Staff Office	Security Clearance Level: EU confidential	Open to Contributing Third States: No

1. Reporting Line:

The Human Rights Adviser reports to the Head of Mission and is administratively line managed by the Chief of Staff.

2. Main Tasks and Responsibilities:

- To act as the Mission focal point for gender equality, gender mainstreaming and Women, Peace and Security related dimensions;
- To advise on gender mainstreaming processes, promote and facilitate the integration of a gender perspective within the functioning of the Mission as well as in the analysis, planning and conduct of the Mission activities;
- To ensure all human rights aspects including mainstreaming are incorporated and consistent with the Mission planning, reporting and review cycle documents;
- In close coordination with the Mission's operational components, to advise on the promotion of human rights among host state authorities and ensure that these aspects are incorporated in a coordinated and consistent manner in the Mission's Implementation Plan;
- To monitor and analyse the Human rights situation in the host state;
- To liaise with local and international entities involved in the promotion and monitoring of human rights in the host state;
- To advise on the development and management of strategic communications with regards to human rights;
- To contribute to the development and periodic review of relevant Mission Standard Operating Procedures (SOPs);
- To contribute to the induction training of Mission's staff members as required;
- To work closely together with the Mission's Gender Adviser to ensure coordination of the cross-cutting human rights and gender related issues;
- To maintain contacts with key international/EU (including EU Delegation, EUTM RCA, MINUSCA, UNDP) and local actors in the field of human rights, and to seek opportunities for enhanced coordination and cooperation regarding the Mission's activities related to human rights;
- To coordinate with other EU actors in the host state to ensure an integrated approach in all human rights related issues.

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 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 OR equivalent and attested police and/or and military education or training or an award of an equivalent rank AND
- A minimum of 5 years of relevant professional experience, 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 investigative and conciliation techniques in the human rights field;
- Understanding and sensitivity to the basic principles of human rights legislation and inter-group relations;
- Drafting, analytical and reporting skills;
- French language skills: minimum level B1 (Independent User);
- English language skills: minimum level B1 (Independent User).

6. Desirable Qualifications Experience:

- Experience of conducting training in the area of human rights, in particular to a police service or to other security or justice institutions/organisations;
- Experience in developing projects.

7. Desirable Knowledge, Skills and Abilities:

- Knowledge of the roles of the different security actors, as well as of justice institutions and criminal justice systems;
- A solid understanding of the role of the civil society;
- Ability to develop and maintain effective work relationships with different national and cultural backgrounds with sensitivity and respect for diversity.