

REFERENCE: DPO/OROLSI/JCS/2023/02602

The Secretariat of the United Nations presents its compliments to the Permanent Missions of Member States to the United Nations and has the honour to invite their Governments to nominate non-uniformed civilian Justice Experts/Justice Analysts (English-speaking) for service with the United Nations Support Mission in Somalia (UNSOM) as government-provided personnel.

The Secretariat invites Member States to submit completed official United Nations Personal History Profiles for Non-Uniformed Civilian Government-Provided Personnel in respect of their nominated candidates and to certify that the nominees meet the requirements as set forth in the attached terms of reference. Candidates who are ultimately selected will be expected to serve for a period of 12 months from the time of their deployment, with the possibility of an extension.

The nomination of women candidates is strongly encouraged. Member States are expected to nominate at least 30 per cent of women candidates for service. In line with the 2018 Uniformed Gender Parity Strategy of the Department of Peace Operations, equally qualified women will be given priority consideration for selection. Nominations comprised of men only may not be accepted.

The Secretariat requests the Permanent Missions to forward their nominations by e-mail to Ms. Thanujah Yogarajah (email: [thanujah.yogarajah@un.org](mailto:thanujah.yogarajah@un.org)) and Ms. Julia Jaeckle (email: [julia.jaeckle@un.org](mailto:julia.jaeckle@un.org)) by 30 September 2023. The Secretariat will also accept nominations after this deadline, on a rolling basis. As nominated personnel may also be considered for service with other United Nations peace operations with similar requirements, the Secretariat would be grateful if the nominating government would indicate in the submission whether it agrees to the candidate being considered for service in other United Nations peace operations.

The Secretariat wishes to outline that it is the responsibility of the nominating government to ensure that each candidate it nominates has not been convicted of, or is not currently under investigation or being prosecuted for, any criminal offence or any violation of international human rights law or international humanitarian law. In the case of nominees who have been investigated for, charged with or prosecuted for any criminal offence but were not convicted, the nominating government is requested to provide information regarding the investigation(s) or prosecution(s) concerned. The nominating government is also requested to certify that it is not aware of any allegations against its nominated candidates that they have been involved, by act or omission, in the commission of any acts that may amount to violations of international human rights law or international humanitarian law.

The Secretariat recalls that the responsibilities of personnel who are engaged to serve in United Nations peace operations are exclusively international in character. Such personnel are to perform their functions under the authority of, and in full compliance with, the instructions of the

Secretary-General of the United Nations. Persons acting on behalf of the Secretary-General are required not to seek or accept instructions in regard to the performance of their duties from any government or from any other authority external to the United Nations. While serving with the United Nations, such personnel will enjoy the legal status of “experts on mission” in accordance with Article VI of the 1946 Convention on the Privileges and Immunities of the United Nations.

The Guidelines on Non-Uniformed Civilian Government-Provided Personnel on Assignment with United Nations Peacekeeping and Special Political Missions, dated 1 April 2015, reference 2015.01, shall be applicable to government-provided justice personnel. The Secretariat recalls that it is the Government's responsibility to make copies of this document available to government-provided justice personnel prior to their deployment.

The Secretariat further recalls that any government-provided personnel may be repatriated on disciplinary grounds for any breach of the United Nations standards of conduct, as substantiated through appropriate investigation. In the case of repatriation due to disciplinary grounds, for failing to meet or dishonesty in regard to meeting minimum requirements for service in the Mission, misrepresentations, for personal reasons upon request of the individual, or upon request of the contributing Member State, the contributing Member State will be responsible for all travel-related expenses.

The Justice and Corrections Service, Office of Rule of Law and Security Institutions, Department of Peace Operations, is the designated focal point for all issues related to the selection, recruitment, deployment, rotation, transfer and repatriation of government-provided justice personnel.

The Secretariat of the United Nations avails itself of this opportunity to renew to the Permanent Missions of Member States to the United Nations the assurances of its highest consideration.



14 August 2023

  
**United Nations**  
**Job Description**  
**August 2023**

Title: Justice Expert/Analyst (English-speaking)  
Status: Expert on Mission (civilian/non-uniformed government-provided personnel)  
Duty Station: United Nations Support Mission in Somalia (UNSOM)  
Reports to: Chief of Joint Justice and Corrections Section or his/her delegate  
Estimated Start Date: As soon as possible  
Duration: 12 months

**Background:**

The United Nations Assistance Mission in Somalia (UNSOM) was established in June 2013 by United Nations Security Council Resolution 2102 and subsequently renewed by the Security Council. The Security Council mandates UNSOM to provide policy advice to the Federal Government and the African Union Transition Mission in Somalia (ATMIS) on peacebuilding and state-building in the areas of governance, security sector reform and rule of law (including the disengagement of combatants), development of a federal system (including state formation), constitutional review, democratisation (including preparations for the 2016 political transition) and coordination of international donor support. The UNSOM Joint Justice and Corrections Section supports the development of a federated justice system through inclusive dialogue with all parties, strengthens justice institutions through capacity building and technical advice, and supports the extension of state authority through the delivery of justice in newly recovered areas. UNSOM works closely with the United Nations country team, particularly UNDP, through the UN Joint Justice Programme.

The incumbent will be located in one of the following locations: Hargeisa, Garowe, Beletweyne, Kismayo, Dhusamareb, or Baidoa. Within the Joint Justice and Corrections Section (JJCS) of the Rule of Law and Security Institutions Group of UNSOM, the Justice Expert will report to the Chief JJCS through his/her delegate, and the Head of Regional Office. As a special political mission, UNSOM requires a high degree of contextual analysis of the justice sector, especially as it affects the Mission's mandate to support state building and peacebuilding. The role requires self-starters who can develop proposals to take forward the Mission's rule of law strategy at local level, build relationships and support the coordination of national and international stakeholders, gather data and prepare analytical reports.

**Main Duties:**

Within delegated authority and with a particular focus on strengthening the justice system, the incumbent will be responsible for the following duties:

- 1) Support the inclusive political dialogue process toward an agreement on a federalized justice model for Somalia, including identifying key stakeholders, developing and

facilitating dialogue sessions, providing recommendations to UNSOM senior leadership on the way forward, etc.

- 2) Support the implementation of the United Nations Joint Justice Programme, including community generative dialogue on justice reform and security, alternative dispute resolution mechanisms and restorative justice, transformative change within the formal justice system, establishment of community-based accountability mechanisms for justice institutions, and fighting impunity, particularly for sexual and gender-based violence (SGBV) cases.
- 3) Perform or assist in research and analysis and provide expert advice and technical assistance to national counterparts on justice through a socio-political lens.
- 4) Assess the function, administration, organization and working processes of justice institutions including the courts and prosecution offices.
- 5) Provide technical guidance on strengthening the capacities of justice chain actors including judges, prosecutors, and court registrars.
- 6) Support coordination activities of national and international rule of law partners to foster a shared vision, coherence, and common approach across the rule of law programme.
- 7) Support a community of practice of rule of law partners to share knowledge and experience, identify lessons learned and emerging practices, and support adaptive approach to programmes management.
- 8) Assist in the day-to-day coordination of key activities with other mission components, e.g. police, corrections, human rights, political affairs, gender, child protection, SSR, DDR, etc., and other United Nations agencies, external assistance providers, and national authorities.
- 9) Provide technical and operational support in implementing workshops, seminars, outreach programmes and other related justice activities.
- 10) Perform other related functions as assigned by the Chief, JJCS or her/his delegate.

### **Core Competencies:**

- **Professionalism** - Extensive knowledge of judicial and legal system issues, including knowledge of criminal law and relevant international human rights standards and their linkages to the broader developmental/post-conflict recovery framework and initiatives; Ability to stay calm in stressful situations; Ability to take responsibility for incorporating gender perspectives, and ensuring the equal participation of women and men in all areas of work.
- **Judgement/Decision-making** – Ability to identify the key issues in a complex situation, and to come to the heart of the problem quickly; commitment to gather relevant information before making a decision, to check assumptions against facts and to consider positive and negative impacts of decisions prior to making them; ability to take decisions with a view to the impact on others and on the Organization; ability to propose a course of action or to make a recommendation based on all available information; ability to make tough decisions when necessary.
- **Communication** – Proven communication skills (oral and written), including ability to prepare reports and deliver presentations, concisely conveying information, clearly articulating options and policy positions, and making and defending recommendations; ability to listen to others, correctly interpret messages and respond appropriately; commitment to ask questions to clarify issues and develop two-way communication; ability

to tailor language, tone, style and format to match the audience; demonstrated openness in sharing information and keeping people informed.

- **Teamwork** – Proven interpersonal skills and ability to listen and work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity; ability to work collaboratively with colleagues to achieve organizational goals; ability to solicit inputs by genuinely valuing others ideas and expertise and willingness to learn from others; commitment to place team agenda before personal agenda and to support and act in accordance with final group decision even when such decisions may not entirely reflect the own position; ability to share credit for team accomplishments and to accept joint responsibility for team shortcomings.

### **Qualifications:**

Education: A university degree in law, anthropology, social psychology, social and political sciences or related field is required.

Language: Fluency in English (both oral and written) is required.

Work Experience: A minimum of five years working as a legal professional, or as a mediator, restorative justice expert, SGBV expert, community development expert, transitional justice or peacebuilding expert is required.

Experience in change management and/or dialogue facilitation is an asset.

Experience with trauma-informed approaches to rule of law and development is desirable.

Research experience in the field of social contracts and legitimacy of institutions is an asset.

Experience working in transitional or development or post-conflict settings outside the applicant's country of nationality or one year of professional experience working in an international governmental or non-governmental organization is highly desirable.

Other skills: Driving license and ability to drive a 4x4 vehicle are required. All officers are required to pass a United Nations driving test at the beginning of their deployment and may be repatriated if they fail to do so. Must be computer literate.

The "Guidelines on Non-Uniformed Civilian Government-Provided Personnel on Assignment with United Nations Peacekeeping and Special Political Missions", dated 1 April 2015, reference 2015.01, are applicable to government-provided justice personnel.

In accordance with the Policy on Human Rights Screening of UN Personnel, all individuals who seek to serve with the United Nations are requested to make "self-attestation" that they have not committed any serious criminal offences and have not been involved in violations of international human rights or international humanitarian law. The exact wording of the self-attestation is outlined in paragraph 5.2 of the above-mentioned policy. The final decision on the selection of an individual to serve with the United Nations will also be subject to human rights screening.