

Vacancy announcement

UN JPO Programme

Junior Professional Officer (JPO) in Human Rights

United Nations Secretariat, Office of the United Nations High Commissioner for Human Rights (OHCHR), New York Office



Closing date
25 July 2019
6 am EST

Vacancy Announcement # 19P156

I General information

Title:	JPO in Human Rights
Sector of Assignment:	Human Rights Affairs
Country:	USA
Location (City):	New York
Agency:	United Nations Secretariat, Office of the United Nations High Commissioner for Human Rights (OHCHR), New York Office
Duration of Assignment:	Initially one year with the possibility to extend up to 3 years
Grade:	P2 step 1 in the first year

Note: This position is open in the context of the Junior Professional Officer (JPO) scheme sponsored by the Government of Norway and is addressed exclusively to candidates with Norwegian citizenship. Candidates should be no more than 32 years of age at the time of application. More information on the Norwegian JPO Programme can also be found on the website of the [Norwegian Ministry of Foreign Affairs](#).

II Duties, responsibilities and Output Expectations

Under the direct supervision of the Chief of Section, and under the overall authority of the Assistant Secretary-General for Human Rights, the Human Rights Officer would be responsible for the following duties:

- Represent OHCHR at working level meetings, and proactively advocate for policies of the High Commissioner and UN human rights bodies to ensure that geographic human rights issues are integrated into UN policies, programmes and activities in the areas of peace and security, conflict prevention, peacebuilding and humanitarian affairs, as well as development and economic and social affairs;
- Function as desk officer on specific priority countries or regions as designated by the Chief of Section with a focus on crisis response, prevention and sustaining peace;
- Assist system wide efforts to support countries in building national human rights systems, the adoption of rights-based approaches and the advancement of human rights with a focus on conflict prevention and sustaining peace;
- Support the preparation and follow-up to Regional Monthly Reviews related to countries or regions under assignment;
- Assist in the representation of OHCHR at the Security Council, General Assembly, the Economic and Social Council, the Peacebuilding Commission and other inter-governmental bodies, and provide support to, and report on, the substantive work of these organs;
- Write, and closely coordinate with OHCHR Headquarters, the field and UN system partners, a variety of reports, communications, briefings, talking points, statements, etc., and carry out external relations activities for the promotion of human rights;
- Work towards ensuring a systematic integration of gender issues into all activities;
- Perform other related duties as required.

III Training component: Learning elements and expectations

On completion of the assignment, the JPO will:

- Be able to engage effectively and strategically with inter-departmental and inter-agency processes to further human rights in a politically-sensitive working environment;
- Have a first-hand practical knowledge of the United Nations system, including internal Secretariat processes, in the area of human rights;
- Be able to draft a range of documents (reports, briefing notes, talking points) for UN purposes;
- Develop a detailed understanding of the nexus between human rights, peace and security and development processes and the practical application of theories about human rights in conflict prevention and sustaining peace.

As part of the JPO Programme overall framework, the JPO will benefit from the following training and learning opportunities:

- Use of yearly JPO duty-related travel and training allocation (DTTA) of USD 4,000.00
- Other training and learning opportunities offered at the United Nations

IV Supervision

Title of Supervisor:

Senior Human Rights Officer (Chief of Section)

Content and methodology of supervision:

Establishment of a Work Plan: During the first month of the assignment, the Junior Professional Officer (JPO) will work jointly with his/her direct supervisor to finalize an agreed upon work plan. The final work plan will be discussed and mutually agreed to by the JPO and his/her supervisor.

Evaluation: The United Nations Performance Evaluation System (e-performance) will serve as a primary platform to evaluate of the JPO's performance. In addition, there will be regular supervisory meetings between the supervisor and the staff member as well as regular weekly team meetings to coordinate assignments and manage workload.

V Required Qualifications and Experience

Education:

An advanced university degree (Master's degree or equivalent) in law, political science, international relations, human rights or related field. A first-level university degree in combination with two additional years of qualifying experience may be accepted in lieu of the advanced university degree.

Working experience (incl. internships and volunteering):

A minimum of two years of progressively responsible experience in human rights, political affairs, international relations, law or related area is required. Field experience in human rights functions or experience with monitoring and reporting on human rights situations is desirable.

Languages:

English and French are the working languages of the United Nations Secretariat. For the position advertised, fluency in English (both oral and written) is required. Knowledge of Spanish would be an asset.

UN competencies:

Professionalism: Knowledge of a wide range of human rights issues; ability to identify related problems, e.g. political, ethnic, racial, gender and socio-economic related areas. Ability to include approaches and techniques to address sensitive problems and implement outreach initiatives. Research and analytical skills, including ability to evaluate and integrate information from a variety of sources and assess the impact on the integration of human rights in UN processes and intergovernmental bodies. Shows pride in work and in achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

Communication: Speaks and writes clearly and effectively; Listens to others, correctly interprets messages from others and responds appropriately; Asks questions to clarify, and exhibits interest in having two-way communication; Tailors language, tone, style and format to match audience; Demonstrates openness in sharing information and keeping people informed.

Teamwork: Works collaboratively with colleagues to achieve organizational goals; Solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; Places team agenda before personal agenda; Supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; Shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

Workforce Diversity

The United Nations believes that an inclusive culture attracts the best talent and encourages all qualified applicants, regardless of gender, disability, sexual orientation, cultural or religious backgrounds, to apply.

VI Background information on Agency/Department/Section

This post is found in the New York Office of the Office of the United Nations High Commissioner for Human Rights (OHCHR/NYO) within the team working on prevention, sustaining peace and country situations. The New York Office, headed by the Assistant Secretary-General for Human Rights, consists of four substantive sections covering country situations and peace and security; support to peace missions; rule of law and counter-terrorism, sustainable development and equality and non-discrimination, including gender, non-discrimination; and engagement with intergovernmental bodies and civil society outreach and partnership.

The Prevention and Sustaining Peace Section covers OHCHR's strategic engagement in New York on peace and security, with a particular focus on conflict prevention and sustaining peace, including engagement with the Security Council and the Peacebuilding Commission and internal Secretariat processes focused on crisis response, prevention and peacebuilding.

VII How to apply

Applicants should submit their application electronically directly to the Organization.

Candidates who would like to apply should do so **online** via

<https://owa.undesa.it/oas/oas.aspx?CMD=START&CP=9>

Applications must be received no later than **25 July 2019, 6 am (Eastern Time UTC-5, New York USA)**. Applications received after this date will not be considered. Applicants will receive a confirmation of receipt.

Only short-listed candidates will be contacted thereafter.