

REFERENCE: EOSG/SLA/2022/3

## **Special Coordinator on improving United Nations response to sexual exploitation and abuse (SEA)**

The United Nations welcomes applications for the position of Special Coordinator on improving United Nations response to sexual exploitation and abuse (SEA). This position is at the Under-Secretary-General level and is based in New York, USA.

The Secretariat welcomes applications to supplement the Secretary-General's search and consultations and would especially welcome applications from women candidates.

**Applications must be submitted through the following website:**  
<https://www.un.org/sg/en/vacancies/index.shtml> by Monday, 21 March 2022 (midnight New York time).

Further information is available on the following website: <https://www.un.org/preventing-sexual-exploitation-and-abuse/>

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The Special Coordinator is a member of the Secretary-General's [Global Leadership Team](#), and serves as a role model for the United Nations Values (Inclusion, Integrity, Humility and Humanity) and Behaviours Framework (Connect and Collaborate; Analyse and Plan; Deliver Results with Positive Impact; Learn and Develop; Adapt and Innovate) and the desired behaviours of the [United Nations System Leadership Framework](#).

### ***Background***

The Office of the Special Coordinator on improving the United Nations response to sexual exploitation and abuse (SEA) was established in February 2016. The role of the Special Coordinator is to ensure a harmonized and unified approach to prevention and response to SEA across the Organization, wherever it may occur, to strengthen alignment amongst the humanitarian, development, peacekeeping and political pillars of the United Nations system.

In his report on Special measures for the protection from SEA: a new approach (A/71/818), the Secretary-General outlined a "four-pronged strategy" as follows: (i) prioritize victims' rights and dignity; (ii) greater transparency and accountability to end impunity through strengthened reporting and investigations; (iii) promoting stronger partnerships and transparency with civil society and external experts and sharing of best practices; and (iv) raising greater awareness and transparency and strategic

communications. The Special Coordinator is tasked to promote a harmonized approach to the implementation of this strategy across the United Nations.

All applications will be treated with the strictest confidence, and short-listed candidates will be contacted directly to undergo an assessment process, reference and background checks, including human rights and conflicts of interest screening.

### ***Duties and Responsibilities***

The Special Coordinator reports to the Secretary-General through the Chef de Cabinet and is responsible for:

- Maintaining constant vigilance on the potential for and response to allegations of SEA by monitoring closely allegations of SEA and the UN System's responses to such allegations.
- Reviewing and addressing the policy and operational gaps in the United Nations handling of SEA by all categories of UN personnel, both uniformed and civilian, and by non-United Nations actors.
- Supporting the Secretary-General in guiding and assisting the integrated work of the High-Level Steering Committee (HLSC) on SEA, in particular through the development and implementation of policies on integrated coordination, covering prevention of SEA, response to allegations and timely and appropriate follow-up strategies, including victims' assistance.
- Driving and overseeing operational efforts across the United Nations System to align approaches, enhance coordination, and strengthen cooperation and coherence system-wide through the development of aligned mechanisms and procedures, standardized protocols and tools.
- Consulting with international regional and sub-regional organizations, Member States, UN independent human rights experts, civil society organizations, national human rights institutions, academic institutions and think tanks and others as deemed appropriate to ensure that policies and operational efforts across the United Nations system reflect best practice.
- Working closely with the Members of the HLSC to conduct and validate an integrated mapping exercise of the roles and responsibilities of existing UN system entities in the handling of SEA. As part of the mapping exercise, providing recommendations to enhance coordination, including workflows and identified roles and responsibilities for meeting UN system coordination requirements and ensuring appropriate and timely action for the adoption of adequate preventative measures and corrective action in the event that allegations of SEA are reported within and/or to the UN.
- Linking the work on SEA to the response within the United Nations system to ensure alignment with relevant mandates and a coherent and consistent response.
- Working closely with leadership across the UN system to provide strategic support and guidance to help design comprehensive strategies to combat SEA, as well as targeted support to strengthen joint UN programming on prevention initiatives, as needed.

- Acting as a catalyst in raising awareness and conducting regular field risk assessment visits to ensure that risk-mitigating actions are carried out by UN system entities in their field locations, and that they are working together in an aligned and integrated way, with regard to SEA-related risks.
- Collaborating closely with relevant departments and offices responsible for field missions and offices with regard to efforts to prevent and address SEA in field missions.
- Engaging actively and regularly, either in person and/or through virtual means, with UN personnel in field locations to assist with efforts to prevent and address SEA.
- Coordinating the Secretary-General's public reporting mechanism for allegations of SEA.
- Supporting an effective system-wide communications strategy to ensure coordinated public messaging, both at Headquarters and in the field with respect to the UN response to SEA.
- Carrying out any special tasks or other duties that may be assigned to the Special Coordinator by the Secretary-General.

### ***Skills and Expertise***

The Secretary-General is seeking an individual with the following attributes:

- Demonstrated senior leadership experience with strategic vision, proven skills in managing complex organizations, such as an intergovernmental, international non-governmental or multinational private sector entities;
- Demonstrated policy and operational knowledge of the issues and challenges associated with combatting sexual exploitation and abuse. Experience at headquarters and/or a field location will be considered valuable;
- A proven track record of accomplishment at the regional, national, or international level, including experience working in or with international organisations;
- Demonstrated ability to work harmoniously in, and lead a multi-cultural team and establish cooperative and effective working relationships both within and outside the Organisation;
- Ability to build consensus, and stimulate effective campaigns among a broad spectrum of people and organizations;
- Demonstrated creativity in developing operational initiatives and proven ability to propose new ideas and lead on new ways of doing things in a manner that expands current thinking or traditional approaches;
- High commitment to the values and guiding principles of the United Nations and familiarity with the United Nations system, including peacekeeping, human rights, humanitarian and development settings and challenges.

## ***Languages***

English and French are the working languages of the United Nations. For this position, fluency in English is required. A working knowledge of French is highly desirable. A working knowledge of another United Nations official language will be an advantage.

## ***Human rights screening***

Individuals who seek to serve with the United Nations in any individual capacity will be required, if short-listed, to complete a self-attestation stating that they have not committed, been convicted of, nor prosecuted for, any criminal offence, including sexual exploitation and abuse, and have not been involved, by act or omission, in the commission of any violation of international human rights law or international humanitarian law, including sexual exploitation and abuse.

## ***Conflicts of interest screening***

All United Nations staff members are expected to uphold the highest standards of efficiency, competence and integrity. Senior leaders in particular, have the responsibility to serve as role models in upholding the Organization's ethical standards.

A conflict of interest occurs when, by act or omission, a staff member's personal interests interfere with the performance of their official duties and responsibilities, or call into question their integrity, independence and impartiality. Risk for conflicts of interest may arise from a staff member's engagement in outside (non-UN) employment or occupation; outside activities, including political activities; receipt of gifts, honours, awards, favours or remuneration from external (non-UN) sources; or personal investment. In particular, no staff member shall accept any honour, decoration, favour, gift or remuneration from any Government (staff regulation 1.2 (j)).

Where a real or perceived conflict of interest does arise, senior leaders are obligated to disclose this to the Organization without delay. In order to avoid real or perceived family influence or preferential treatment and conflicts of interest that could stem from such situations, the United Nations Staff Rules provide that appointments "shall not be granted to anyone who is the father, mother, son, daughter, brother or sister of a staff member" (staff rule 4.7 (a)).

Short-listed individuals will also be required to complete a pre-appointment declaration of interests for senior positions to identify possible conflicts of interest that may arise and to proactively prevent and manage, as much as possible and in a timely manner, situations in which personal interests may conflict or appear to conflict with the interests of the United Nations, should the individual be appointed to this position.

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7 February 2022