

REFERENCE: EOSG/SLA/2022/7

United Nations High Commissioner for Human Rights

The United Nations welcomes applications for the position of United Nations High Commissioner for Human Rights. This position is at the Under-Secretary-General level and is based in Geneva, Switzerland.

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 Wednesday, 27 July 2022 (midnight New York time).

Further information is available on the following website:
https://www.ohchr.org/en/ohchr_homepage

The High Commissioner for Human Rights is a member of the Secretary-General's [Senior Management Group](#), 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 United Nations High Commissioner for Human Rights (OHCHR) represents the world's commitment to the universal ideals of human dignity. With its headquarters in Geneva, Switzerland, OHCHR has a unique mandate from the international community to promote and protect all human rights. The High Commissioner for Human Rights is the principal human rights official of the United Nations.

In accordance with General Assembly resolution 48/141, the High Commissioner for Human Rights is appointed by the Secretary-General of the United Nations and approved by the General Assembly, with due regard to geographical rotation for a fixed term of four years with a possibility of one renewal for another fixed term of four years.

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 High Commissioner for Human Rights is accountable to the Secretary-General and is responsible for all the activities of OHCHR, as well as for its administration. The High Commissioner:

- carries out the functions specifically assigned to him or her by the General Assembly in its resolution 48/141 of 20 December 1993 and subsequent resolutions of policy-making bodies;
- advises the Secretary-General on the policies of the United Nations in the area of human rights;
- ensures that substantive and administrative support is given to the projects, activities, organs and bodies of the human rights programme;
- represents the Secretary-General at meetings of human rights organs and at other human rights events; and carries out special assignments as decided by the Secretary-General.

Skills and Expertise

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

- demonstrated extensive knowledge of human rights issues and challenges derived from experience of leadership in an academic, governmental, inter-governmental and/or non-governmental setting;
- ability to be a powerful and convincing advocate on all aspects of human rights worldwide within the United Nations system, including charter- and treaty-based human rights bodies, and with Governments, national institutions and civil society organizations, as well as the wider public;
- demonstrated leadership experience with strategic vision and proven skills in leading transformation in, and managing complex organizations, such as intergovernmental, international non-governmental or multinational private sector entities;
- proven track record of change management in complex organizations and accomplishments at the regional, national or international level with strong resource mobilization, political and diplomatic skills;
- demonstrated ability to work harmoniously in a multi-cultural team and establish harmonious and effective working relationships both within and outside the organization;

- proven ability to inspire, encourage, build trust and confidence and also build consensus, stimulate effective campaigns and drive collective action among a broad spectrum of people and organizations;
- 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 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.

29 June 2022