

United Nations JPO Programme



TERMS OF REFERENCE 19P165

Junior Professional Officer (JPO)

I. General Information

Title: JPO in Human Rights

Sector of Assignment: Human Rights

Organization/Office: United Nations / Department of Political and Peacebuilding Affairs (DPPA) / United Nations Office to the African Union (UNOAU)

Duty Station: Addis Ababa, Ethiopia

[Non-Family Duty Station: No]

Duration:

1 year (with possible extension for another year)

[Extension of appointment is subject to yearly review concerning priorities, availability of funds, and satisfactory performance]

II. Supervision

Title of Supervisor: Chief of Operations Planning and Advisory Section (OPAS)

Content and methodology of supervision: Induction program of one week outlining the functions of units within UNOAU; Coaching in the context of current human rights developments in AU PSOs; Introduction to and liaison with other UN Departments, Agencies, Funds and Programmes, Member States, regional and sub-regional organizations, donors and relevant stakeholders; Review of reports, research papers and trend analysis on a weekly basis and as needed.

Evaluation: The United Nations Performance Evaluation System (e-performance) will serve as a primary platform to evaluate of the JPO's performance.

III. Duties, Responsibilities and Output Expectations

The United Nations Office to the African Union (UNOAU) was established by UN General Assembly Resolution 64/288 in 2010 to (1) enhance the partnership between the United Nations and the African Union in the area of peace and security; (2) provide coordinated and consistent United Nations advice to the African Union on long-term



capacity-building and short-term operational support matters; and (3) streamline the United Nations presence in Addis Ababa to make it cost-effective and efficient in delivering UN assistance to the AU. The mandate of the UNOAU is working on strengthening the AU compliance framework on Human Rights, Conduct and Discipline and Sexual Exploitation and Abuse in the framework of the UN-AU partnership in peace and security with the aim to lead the integration of human rights in peace operations.

In line with the mandate of the UNOAU, furthering the integration of human rights is a cornerstone in the management and delivery of UNOAU Mandate and those of other complex peace operations, as well as ensuring better coordination mechanisms between the UN and the AU.

Under the supervision of the Chief OPAS and the day-to-day guidance of the UNOAU Human Rights Officer (HRO), and in close collaboration with UNOAU PAS and the OHCHR's Regional Office for East Africa, the incumbent would be responsible for providing human rights advice to integrate human rights in AU peace operations by performing, within delegated authority, the following tasks:

- Assist to ensure human rights analysis is integrated into DPO/DOS and UNOAU support to analysis and planning of AU-led peace support operations, including for military and police operations,
- Assist the AU's efforts to assess appropriate programmes of work, staffing structures, and budget resources for the integration of human rights in AU peace operations, including planning for human rights components of AU-led operations;
- Assist in coordination with the HRO relevant AU counterparts in building human rights expertise and capacity for the integration of human rights in AU Peace Missions, and their capacity to translate human rights priorities into concepts of operations and rules of engagements;
- Assist in coordination with the HRO in the mainstreaming human rights into UNOAU planning and support functions to the AU;
- Assist in coordination with the HRO in the identification of coordination mechanisms to further the integration of human rights within AU peace operations, particularly in relation to the activities of uniformed personnel, and, where applicable, between AU and UN missions operating in the same geographic areas, with the aim of ensuring an informed and coordinated approach to human rights protection and the protection of civilians;
- In line with OHCHR methodologies, assist the HRO in the development of operational guidance, practitioner tools and best practice to support human rights integration in AU-led missions planning;
- Assist in coordination with the HRO, the AU and Troop/Police Contributing Countries on the implementation of the Human Rights Due Diligence Policy (HRDDP) on UN-support to non-UN security forces in the various forms of support provided by the UN to the AU;
- Assist to ensure close coordination with OHCHR Regional Office for East Africa;
- Other tasks as appropriate.

IV. Qualifications and Experience

Education:

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

Work experience:

A minimum of 3 years of experience in human rights, international affairs or related field is required.

Languages:

English and French are the working languages of the United Nations Secretariat. For the position advertised, fluency in oral and written English is required, and a working knowledge of French is desirable.

Other Skills:

Human rights experience acquired in a conflict/post-conflict environment is required.



UN competencies:

PROFESSIONALISM: 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

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 the 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

CLIENT ORIENTATION: Considers all those to whom services are provided to be "clients" and seeks to see things from clients' point of view; Establishes and maintains productive partnerships with clients by gaining their trust and respect; Identifies clients' needs and matches them to appropriate solutions; Monitors ongoing developments inside and outside the clients' environment to keep informed and anticipate problems; Keeps clients informed of progress or setbacks in projects; Meets timeline for delivery of products or services to client

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.

V. Learning Elements

On completion of the assignment, the JPO will:

- Gain in-depth knowledge of human rights issues in AU-led peacekeeping operations;
- Gain a first-hand practical understanding of the work of the United Nations human rights system in the field;
- Gain a deeper understanding of institutional mandates, prevailing policies and procedures of various organizations, especially in the field of human rights;
- Gain a first-hand practical experience in human rights mainstreaming;
- Have a first-hand practical experience in providing advice, support, technical assistance and capacity-building to a regional organization in the field of human rights;
- Be able to draft a range of documents (reports, briefing notes, talking points, memos, etc.) that are specific to UN field Missions;
- Be able to engage effectively and strategically with processes to further human rights in a politically-sensitive working environment within the United Nations Office to the African Union (UNOAU) and with other UN agencies and departments in the field;
- Gain first-hand experience in liaising with the OHCHR's Headquarters in Geneva, the New York Office and the OHCHR Regional Office for East Africa;
- Develop a detailed understanding of the nexus between human rights, political, peace, security, humanitarian and development processes.

VI. Background Information

General Information:

This post is found in the United Nations Office to the African Union (UNOAU), which was established pursuant of UN General Assembly Resolution 64/288 in 2010. The Office integrated three existing offices: Department of Political Affairs (DPA) Liaison Office; the Department of Peacekeeping Operations (DPKO) AU Peace Support Team; and the Department of Field Support (DFS) Planning Team for Somalia to support the African Union Mission



in Somalia (AMISOM). It also incorporates the support component of the United Nations and African Union Mission in Darfur (UNAMID) Joint Support Coordination Mechanism (JCM) office in Addis Ababa. The integrated Office has three core aims:

- Enhance the partnership between the United Nations and the African Union in the area of peace and security;
- Provide coordinated and consistent United Nations advice to the African Union on long-term capacity-building and short-term operational support matters;
- Streamline the United Nations presence in Addis Ababa to make it cost-effective and efficient in delivering UN assistance to the AU.

On 19 April 2017, at the first UN-AU Annual Conference the UN Secretary-General and the AU Commission Chairperson endorsed a Joint UN-AU Framework for Enhanced Partnership in Peace and Security as a basis for collaboration through joint mechanisms and regular consultations. Following the 24 April 2018 AU-UN High-Level Dialogue on Human Rights, the AU and the UN committed to closely working together towards the development, adoption and implementation of a joint AU-UN Framework on Human Rights.