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| <b>Position:</b><br>Human Rights Expert                   | <b>Employment Regime:</b><br>Seconded                             |  |
| <b>Ref. number:</b><br>HM 13                              | <b>Location:</b><br>Ramallah                                      | <b>Availability:</b><br>26 May 2019              |
| <b>Component/Department/Unit:</b><br>Head of Mission Unit | <b>Security Clearance Level:</b><br>EU CONFIDENTIAL or equivalent | <b>Open to Contributing Third States:</b><br>Yes |

### 1. Reporting Line

The Human Rights Expert reports to the Head of Mission/Deputy Head of Mission

### 2. Main Tasks and Responsibilities:

- To act as the Mission focal point for human rights matters;
- To advise on human rights mainstreaming throughout the Mission's activities;
- In close coordination with the Mission's operational components, to advise on the promotion of human rights among host state authorities and ensure that these aspects are incorporated in a coordinated and consistent manner in the Mission's Implementation Plan;
- To monitor and analyse the Human rights situation in the host state;
- To liaise with local and international entities involved in the promotion and monitoring of human rights in the host state;
- To advise on the development and management of strategic communications with regards to human rights;
- To contribute to the development and periodic review of relevant Mission Standard Operating Procedures (SOPs);
- To contribute to Mission's reporting and information flow on human rights related aspects;
- To contribute to the induction training of Mission's staff members as required;
- To contribute to identify and report on lessons learned and best practices within the field of human rights;
- To undertake any other related task as requested by Head of Mission, Deputy Head of Mission

### 3. Mission Specific Tasks and Responsibilities:

- To maintain cooperative and effective working relationships with relevant staff of the Ministries of Justice and the Interior, the Palestinian Civil Police, the Corrections and Rehabilitation Department (CRCD – prison service), the High Judicial Council, the Attorney General Office and Prosecution Service, the Palestinian Bar Association, and other relevant local in order to promote human rights principles and standards and their respective responsibilities in this regard;
- To advise the above mentioned counterparts and stakeholders on effective mainstreaming of human rights within their respective strategic and operational activities , inter alia through the establishment and strengthening of Human Rights Units, through supporting legislative drafting, through supporting the correct and uniform interpretation and implementation of international obligations, as well as through setting up accountability mechanisms (training, oversight, evaluation, disciplinary enforcement);

- To identify gaps and needs pertaining to human rights within these organisations and assist in the development of projects to meet these needs;
- To assist the Mission through human rights input in the implementation of its programmes and projects, inter alia in realisation of activities under the Mission Implementation Plan (MIP), including through the advice and support related to the design and execution of training for members of the Palestinian police, prison service and institutions of the Palestinian justice sector regarding human rights concepts, international human rights standards and practices, and directly through the work on Police (and Security Sector) Accountability, Family Protection and on Fair Trial in Criminal Procedures;

#### **4. Essential Qualifications and Experience:**

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree AND
- A minimum of 5 years of relevant professional experience in human rights and human rights mainstreaming issues and tools, particularly in a post-conflict environment/SSR process, after having fulfilled the education requirements.

#### **5. Essential Knowledge, Skills and Abilities:**

- Sound understanding of Human Rights and Gender, including experience working in projects that integrate Human Rights and Gender mainstreaming and their added value for counterparts;
- Drafting skills;
- Ability to evaluate analytically;
- Knowledge of investigative and conciliation techniques in the human rights field;
- Understanding and sensitivity to the basic principles of human rights legislation and inter-group relations;

#### **6. Desirable Qualifications and Experience**

- Experience in the field of human rights and/or anti-corruption activities in conflict, post-conflict or transitioning regions, preferably with an international organisation.
- Experience in the design of training curricula and conducting training on Human Rights issues.
- Experience in networking, establishing and maintaining a high number of relevant contacts.
- Project management experience.

#### **7. Desirable Knowledge, Skills and Abilities**

- Excellent analytical skills and initiative, and an ability to prioritise large volumes of information and competing tasking within a politically dynamic environment.
- Knowledge of data analysis software and tools.
- Knowledge of Arabic.