

Posting Title : PRINCIPAL HUMAN RIGHTS OFFICER, D1
Job Code Title : PRINCIPAL HUMAN RIGHTS OFFICER
Department/ Office : United Nations Organization Stabilization Mission in the Democratic Republic of Congo
Location : KINSHASA
Posting Period : 29 August 2025-12 September 2025
Job Opening number : 25-Human Rights Affairs-MONUSCO-263046-F-KINSHASA (M)
Staffing Exercise : N/A

United Nations Core Values: Integrity, Professionalism, Respect for Diversity

Org. Setting and Reporting

This position is located within the United Nations Joint Human Rights Office (UNJHRO) of the United Nations Organization Stabilization Mission in the Democratic Republic of Congo (MONUSCO). The UNJHRO is composed of the human rights component of MONUSCO and the Office of the High Commissioner for Human Rights (OHCHR) in the Democratic Republic of the Congo (DRC). The Principal Human Rights Officer of the UNJHRO will serve as the Chief of the UN Joint Human Rights Office and the Representative of the High Commissioner for Human Rights in the DRC. The UNJHRO Principal Human Rights Officer will be based in Kinshasa and will report to the Special Representative of the Secretary-General (SRSG) for the DRC and to the United Nations High Commissioner for Human Rights.

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Responsibilities

Under the overall authority of the Special Representative of the Secretary-General (SRSG) and the High Commissioner for Human Rights, whose Office provides substantive support and general policy guidance, and in line with relevant Security Council resolutions, the

Principal Human Rights Officer will be responsible for the following duties in the mission area:

Advisory and representative roles:

1. Acts as the Principal Advisor to the SRSG on all human rights promotion and protection activities, including the protection of civilians (PoC), transitional justice, the fight against impunity, sexual violence, protection of women and of children in armed conflict, human rights due diligence, human rights aspects of peace and reconciliation, and reports on issues related to human rights and the work of the UNJHRO;
2. Acts as the Representative of the High Commissioner for Human Rights in the DRC, and reports to the High Commissioner for Human Rights in Geneva in this capacity;
3. Represents the UNJHRO at inter-agency meetings in the country and, in his/her capacity as OHCHR's representative, advises the United Nations Country Team (UNCT) and the Humanitarian Country Team (HCT) to ensure that human rights issues are fully integrated into political, humanitarian and development efforts and programmes including with respect to the United Nations Sustainable Development Cooperation and Integrated Strategic Frameworks (UNSDCF and ISF) as well as the Consolidated (Humanitarian) Appeal (C(H)AP) processes;
4. Advises the SRSG and leads as necessary the Mission's efforts on PoC, including through development and implementation of the UN system-wide strategy on PoC and in close collaboration with the Mission's Senior PoC Advisor, the UNCT and the Protection Cluster;
5. Advises Government, including the executive, legislative, judiciary and uniformed services and others, in respect to specific human rights concerns, bringing to their attention actual and potential violations of international human rights and humanitarian law, and suggesting appropriate actions;
6. Represents the Mission and OHCHR on human rights matters during contacts with national and international organizations working in the field of human rights, diplomatic missions, donors, and other international actors;
7. Participates in the Mission's internal policy and decision-making fora, notably all senior mission leadership fora, and advises on strategic, policy and operational decisions that may have human rights implications;
8. Participates in Senior Management Team meetings, informs its participants on the activities of the human rights component and recommends measures necessary or desirable for other sections of the Mission to protect and promote human rights in the mission area, mainstream human rights and to implement a human rights-based approach;

Substantive Coordination:

9. Ensures coordination among all human rights activities present in the mission area; ensures the timely and effective flow of information and the channelling of human rights analysis and concerns for inclusion in crisis management and response;
10. Develops human rights monitoring strategies and ensures investigations of human rights and international humanitarian law violations are conducted and recommendations of conclusive reports are followed up with the Government;
11. Ensures the issuance of public reports in consultation with the SRSG and the Office of the High Commissioner for Human Rights in a timely and regular manner in accordance with applicable policy directives and guidance on public reporting by peace missions;
12. Provides overall guidance and strategic direction to Human Rights Officers tasked with the protection of children's rights and with conflict-related sexual violence, by ensuring dedicated capacity and by participating in the strategic design of the joint work plans and ensuring high quality and timely monitoring, analysis and reporting in compliance with established monitoring, analysis and reporting arrangements;
13. Ensures the integration of human rights aspects into the Mission's efforts to improve PoC, including through participating in the planning and carrying out of the Mission's response or in establishing coordination mechanisms as necessary;
14. Ensures coordination with military peacekeepers and UNPOL on the protection of civilians response, notably in translating human rights early warning information into operational responses and in responding to gross human rights violations;
15. In close coordination with United Nations agencies, funds and

programmes, other Mission components, and other international actors, supports authorities and civil society at all levels to promote compliance with obligations related to the protection of civilians and the protection of human rights of those most vulnerable, including women and children, as well as human rights defenders, victims and witnesses;16.Promotes and oversees initiatives linked to supporting and strengthening the national human rights promotion and protection system in the country, including through, inter alia, reinforcing the national human rights institution, building civil society and state capacities and developing protection programmes to support victims and witnesses in the context of the fight against impunity;17.Leads the Mission strategy on the fight against impunity in cooperation with other relevant Mission components and leads transitional justice efforts as appropriate with relevant stakeholders;18.Ensures, as OHCHR representative, that human rights considerations are reflected and integrated in humanitarian activities, including in emergency planning, preparedness and response, and through participating in and/or playing a lead role in the work of the Protection Cluster, as appropriate;19.Supports the establishment, participates or chairs as appropriate, Mission coordinating mechanisms for the implementation of the Human Rights Due Diligence Policy (HRDDP) on support provided by the UN to non-UN forces as relevant; ensures that risk assessments are undertaken, advice is given to senior management on support, follow-up and monitoring and that appropriate information is provided on the implementation of the Policy;20.Ensures the provision of support to the Government, civil society and the UNCT on engagement with international and regional human rights mechanisms, including the treaty body and Universal Periodic Review processes, as relevant, and the implementation of recommendations emanating from these mechanisms;21.Ensures coordination and cooperation with special envoys, independent experts or commissions of inquiry, as relevant, in incorporating recommendations into the human rights strategy of the Mission;22.Regularly briefs diplomatic community on human rights situation on the country; 23.Ensures gender considerations are included and reflected in all human rights activities and outputs and ensure compliance with the UN commitment to promote gender equality and mainstreaming in Mission activities, in cooperation with the Mission's Senior Gender Advisor;24.Leads or coordinates other substantive human rights-related components and programmes as determined by the mission structure;Managerial responsibilities:25.Manages the UNJHRO technical cooperation programmes and the provision of substantive leadership, though, inter-alia, formulating the substantive work programme, allocating resources, preparing and reporting on budget and programme performance, evaluating staff performance, and ensuring appropriate staffing of the component;26.Maintains close relationship with OHCHR, including the geographic desk officers, ensures timely communications on the human rights situation, and ensures liaison with the human rights treaty monitoring bodies and special procedures;27.Performs other duties as required by the Special Representative of the Secretary-General and the High Commissioner for Human Rights.

Under the overall authority of the Special Representative of the Secretary-General (SRSG) and the High Commissioner for Human Rights, whose Office provides substantive support and general policy guidance, and in line with relevant Security Council resolutions, the Principal Human Rights Officer will be responsible for the following duties in the mission area:Advisory and representative roles:1.Acts as the Principal Advisor to the SRSG on all human rights promotion and protection activities, including the protection of civilians (PoC), transitional justice, the fight against impunity, sexual violence, protection of women and of children in armed conflict, human rights due diligence, human rights aspects of peace and reconciliation, and reports on issues related to human rights and the work of the UNJHRO;2. Acts as the Representative of the High Commissioner for Human Rights in the DRC, and

reports to the High Commissioner for Human Rights in Geneva in this capacity;3.Represents the UNJHRO at inter-agency meetings in the country and, in his/her capacity as OHCHR's representative, advises the United Nations Country Team (UNCT) and the Humanitarian Country Team (HCT) to ensure that human rights issues are fully integrated into political, humanitarian and development efforts and programmes including with respect to the United Nations Sustainable Development Cooperation and Integrated Strategic Frameworks (UNSDCF and ISF) as well as the Consolidated (Humanitarian) Appeal (C(H)AP) processes; 4.Advises the SRSG and leads as necessary the Mission's efforts on PoC, including through development and implementation of the UN system-wide strategy on PoC and in close collaboration with the Mission's Senior PoC Advisor, the UNCT and the Protection Cluster;5. Advises Government, including the executive, legislative, judiciary and uniformed services and others, in respect to specific human rights concerns, bringing to their attention actual and potential violations of international human rights and humanitarian law, and suggesting appropriate actions;6.Represents the Mission and OHCHR on human rights matters during contacts with national and international organizations working in the field of human rights, diplomatic missions, donors, and other international actors; 7.Participates in the Mission's internal policy and decision-making fora, notably all senior mission leadership fora, and advises on strategic, policy and operational decisions that may have human rights implications;8.Participates in Senior Management Team meetings, informs its participants on the activities of the human rights component and recommends measures necessary or desirable for other sections of the Mission to protect and promote human rights in the mission area, mainstream human rights and to implement a human rights-based approach;Substantive Coordination:9.Ensures coordination among all human rights activities present in the mission area; ensures the timely and effective flow of information and the channelling of human rights analysis and concerns for inclusion in crisis management and response;10.Develops human rights monitoring strategies and ensures investigations of human rights and international humanitarian law violations are conducted and recommendations of conclusive reports are followed up with the Government;11.Ensures the issuance of public reports in consultation with the SRSG and the Office of the High Commissioner for Human Rights in a timely and regular manner in accordance with applicable policy directives and guidance on public reporting by peace missions;12.Provides overall guidance and strategic direction to Human Rights Officers tasked with the protection of children's rights and with conflict-related sexual violence, by ensuring dedicated capacity and by participating in the strategic design of the joint work plans and ensuring high quality and timely monitoring, analysis and reporting in compliance with established monitoring, analysis and reporting arrangements;13.Ensures the integration of human rights aspects into the Mission's efforts to improve PoC, including through participating in the planning and carrying out of the Mission's response or in establishing coordination mechanisms as necessary;14.Ensures coordination with military peacekeepers and UNPOL on the protection of civilians response, notably in translating human rights early warning information into operational responses and in responding to gross human rights violations;15.In close coordination with United Nations agencies, funds and programmes, other Mission components, and other international actors, supports authorities and civil society at all levels to promote compliance with obligations related to the protection of civilians and the protection of human rights of those most vulnerable, including women and children, as well as human rights defenders, victims and witnesses;16.Promotes and oversees initiatives linked to supporting and strengthening the national human rights promotion and protection system in the country, including through, inter alia, reinforcing the national human rights institution, building civil society and state capacities and developing

protection programmes to support victims and witnesses in the context of the fight against impunity;17.Leads the Mission strategy on the fight against impunity in cooperation with other relevant Mission components and leads transitional justice efforts as appropriate with relevant stakeholders;18.Ensures, as OHCHR representative, that human rights considerations are reflected and integrated in humanitarian activities, including in emergency planning, preparedness and response, and through participating in and/or playing a lead role in the work of the Protection Cluster, as appropriate;19.Supports the establishment, participates or chairs as appropriate, Mission coordinating mechanisms for the implementation of the Human Rights Due Diligence Policy (HRDDP) on support provided by the UN to non-UN forces as relevant; ensures that risk assessments are undertaken, advice is given to senior management on support, follow-up and monitoring and that appropriate information is provided on the implementation of the Policy;20.Ensures the provision of support to the Government, civil society and the UNCT on engagement with international and regional human rights mechanisms, including the treaty body and Universal Periodic Review processes, as relevant, and the implementation of recommendations emanating from these mechanisms;21.Ensures coordination and cooperation with special envoys, independent experts or commissions of inquiry, as relevant, in incorporating recommendations into the human rights strategy of the Mission;22.Regularly briefs diplomatic community on human rights situation on the country; 23.Ensures gender considerations are included and reflected in all human rights activities and outputs and ensure compliance with the UN commitment to promote gender equality and mainstreaming in Mission activities, in cooperation with the Mission's Senior Gender Advisor;24.Leads or coordinates other substantive human rights-related components and programmes as determined by the mission structure;Managerial responsibilities:25.Manages the UNJHRO technical cooperation programmes and the provision of substantive leadership, though, inter-alia, formulating the substantive work programme, allocating resources, preparing and reporting on budget and programme performance, evaluating staff performance, and ensuring appropriate staffing of the component;26.Maintains close relationship with OHCHR, including the geographic desk officers, ensures timely communications on the human rights situation, and ensures liaison with the human rights treaty monitoring bodies and special procedures;27.Performs other duties as required by the Special Representative of the Secretary-General and the High Commissioner for Human Rights.

Competencies

PROFESSIONALISM: Proven sensitivity to conflict and post-conflict political and social environments and ability to adjust behaviours accordingly; Comprehensive knowledge of human rights principles, standards, international mechanisms and of related concepts, including the protection of civilians, transitional justice, humanitarian action, DDR, legislative, rule of law reforms and conflict-related sexual violence; Good knowledge of institutional mandates, policies, guidelines and methodologies related to UN peace operations; Capacity to maintain effective partnerships with relevant stakeholders to further the mandate of the organization, and to strategically advocate for the integration of human rights in various fora; Sound political judgment, as well as diplomacy, impartiality, and discretion; Ability to produce in-depth analysis of political, ethnic, racial, gender-based, social, economic and other human rights-related problems to assess their impact and to provide concrete strategy recommendations to redress situations; Capacity to lead the continual improvement of human rights-related work processes and ability to apply best management practices to obtain optimum performance of the human rights component; Understanding of the relevance of

information collected by various UN actors for human rights analysis; Sound knowledge of the political background and human rights situation in the country or region; Proven representational, negotiation and managerial skills; Understanding of the relevance of information and data management and its applicability to human rights work; Ability to work and act under pressure in a politically and psychologically difficult environment, with a minimum of comfort and in precarious security conditions; Shows pride in work and in achievements; 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 audience; Demonstrates openness in sharing information and keeping people informed. **ACCOUNTABILITY:** Takes ownership of all responsibilities and honours commitments; Delivers outputs for which one has responsibility within prescribed time, cost and quality standards; Operates in compliance with organizational regulations and rules; Supports subordinates, provides oversight and takes responsibility for delegated assignments; Takes personal responsibility for his/her own shortcomings and those of the work unit, where applicable. **Managerial competencies: LEADERSHIP:** Serves as a role model that other people want to follow; Empowers others to translate vision into results; Is proactive in developing strategies to accomplish objectives; Establishes and maintains relationships with a broad range of people to understand needs and gain support; Anticipates and resolves conflicts by pursuing mutually agreeable solutions; Drives for change and improvement, does not accept the status quo; Shows the courage to take unpopular stands. Provides leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work; demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing. **JUDGEMENT AND DECISION-MAKING:** Identifies the key issues in a complex situation, and comes to the heart of the problem quickly; Gathers relevant information before making a decision; Considers positive and negative impacts of decisions prior to making them; Takes decisions with an eye to the impact on others and on the Organization; Proposes a course of action or makes a recommendation based on all available information; Checks assumptions against facts; Determines that the actions proposed will satisfy the expressed and underlying needs for the decision; Makes tough decisions when necessary.

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Education

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

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

Job Specific Qualifications

Work Experience

A minimum of 15 years of progressively responsible professional experience at national and international levels in the fields of human rights, humanitarian action, political or social affairs, including in the field of human rights is required. Experience in the monitoring and investigating of human rights violations, including in the field, is required. Experience in management and leadership roles including the supervision of large teams is required. A proven record of advisory experience to senior governmental representatives in the area of human rights is required. Prior experience coordinating multi-sectoral response to human rights protection concerns including through engaging with military and police for the protection of civilians is required. Professional experience working with United Nations Country Teams, donors and governmental representatives, including advocating for the promotion and respect of human rights is required. Professional experience working with the United Nations Common System, or other international or nongovernmental organization, advocating for the promotion of and respect for human rights in a conflict or post-conflict environment is required. Experience advising transitional justice institutions and/or working with transitional justice mechanisms is desirable. Experience in integrating human rights into humanitarian response is desirable.

A minimum of 15 years of progressively responsible professional experience at national and international levels in the fields of human rights, humanitarian action, political or social affairs, including in the field of human rights is required. Experience in the monitoring and investigating of human rights violations, including in the field, is required. Experience in management and leadership roles including the supervision of large teams is required. A proven record of advisory experience to senior governmental representatives in the area of human rights is required. Prior experience coordinating multi-sectoral response to human rights protection concerns including through engaging with military and police for the protection of civilians is required. Professional experience working with United Nations Country Teams, donors and governmental representatives, including advocating for the promotion and respect of human rights is required. Professional experience working with the United Nations Common System, or other international or nongovernmental organization, advocating for the promotion of and respect for human rights in a conflict or post-conflict environment is required. Experience advising transitional justice institutions and/or working with transitional justice mechanisms is desirable. Experience in integrating human rights into humanitarian response is desirable.

Languages

English and French are the working languages of the United Nations Secretariat. For the position, fluency in oral and written English and French is required. Knowledge of another United Nations official language is an advantage.

Assessment

Assessment Evaluation of qualified candidates may include an assessment exercise which may be followed by competency-based interview.

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Special Notice

United Nations Secretariat is committed to achieving 50/50 gender balance in its staff. Female candidates are strongly encouraged to apply for this position. •Staff members are subject to the authority of the Secretary-General and to assignment by him or her. In this context, all staff are expected to move periodically to new functions in their careers in accordance with established rules and procedures. •Subject to the funding source of the position, the eligibility for this temporary job opening may be limited to candidates based at the duty station. •This temporary job opening may be limited to "internal candidates," who have been recruited through a competitive examination administered according to staff rule 4.16 or staff selection process including the review of a central review body established according to staff rule 4.15. •Staff members of the United Nations common system organizations who will reach the mandatory age of separation or retirement within the duration of the current temporary need period are not eligible to apply. •Submitting an application or selection for the current temporary job opening does not delay or increase the mandatory age of separation. •Retirees above the mandatory age of separation who wish to be considered for the current temporary job opening must indicate the reason for their last separation as "retirement." Such retirees shall not be employed by the Organization, unless (a) the operational requirements of the Organization cannot be met by staff members who are qualified and available to perform the required functions; and (b) the proposed employment would not adversely affect the career development or redeployment opportunities of other staff members and represents both a cost-effective and operationally sound solution to meet the needs of the service.

United Nations Considerations According to article 101, paragraph 3, of the Charter of the United Nations, the paramount consideration in the employment of the staff is the necessity of securing the highest standards of efficiency, competence, and integrity. Candidates will not be considered for employment with the United Nations if they have committed violations of international human rights law, violations of international humanitarian law, sexual exploitation, sexual abuse, or sexual harassment, or if there are reasonable grounds to believe that they have been involved in the commission of any of these acts. The term "sexual exploitation" means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. The term "sexual abuse" means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. The term "sexual harassment" means any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment, and when the gravity of the conduct warrants the termination of the perpetrator's working relationship. Candidates who have committed crimes other than minor traffic offences may not be considered for employment. Due regard will be paid to the importance of recruiting the staff on as wide a geographical basis as possible. The United Nations places no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs. The United Nations Secretariat is a non-smoking environment. The paramount consideration in the appointment, transfer, or promotion of staff shall be the necessity of securing the highest standards of efficiency, competence, and integrity. By accepting an offer of appointment,

United Nations staff members are subject to the authority of the Secretary-General and assignment by him or her to any activities or offices of the United Nations in accordance with staff regulation 1.2 (c). In this context, all internationally recruited staff members shall be required to move periodically to discharge new functions within or across duty stations under conditions established by the Secretary-General. Applicants are urged to follow carefully all instructions available in the online recruitment platform, *inspira*. For more detailed guidance, applicants may refer to the Manual for the Applicant, which can be accessed by clicking on "Manuals" hyper-link on the upper right side of the *inspira* account-holder homepage. The evaluation of applicants will be conducted on the basis of the information submitted in the application according to the evaluation criteria of the job opening and the applicable internal legislations of the United Nations including the Charter of the United Nations, resolutions of the General Assembly, the Staff Regulations and Rules, administrative issuances and guidelines. Applicants must provide complete and accurate information pertaining to their personal profile and qualifications according to the instructions provided in *inspira* to be considered for the current job opening. No amendment, addition, deletion, revision or modification shall be made to applications that have been submitted. Candidates under serious consideration for selection will be subject to reference checks to verify the information provided in the application.

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profiting monetarily, socially or politically from the sexual exploitation of another. The term "sexual abuse" means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. The term "sexual harassment" means any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment, and when the gravity of the conduct warrants the termination of the perpetrator's working relationship. Candidates who have committed crimes other than minor traffic offences may not be considered for employment. Due regard will be paid to the importance of recruiting the staff on as wide a geographical basis as possible. The United Nations places no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs. The United Nations Secretariat is a non-smoking environment. The paramount consideration in the appointment, transfer, or promotion of staff shall be the necessity of securing the highest standards of efficiency, competence, and integrity. By accepting an offer of appointment, United Nations staff members are subject to the authority of the Secretary-General and assignment by him or her to any activities or offices of the United Nations in accordance with staff regulation 1.2 (c). In this context, all internationally recruited staff members shall be required to move periodically to discharge new functions within or across duty stations under conditions established by the Secretary-General. Applicants are urged to follow carefully all instructions available in the online recruitment platform, *inspira*. For more detailed guidance, applicants may refer to the Manual for the Applicant, which can be accessed by clicking on "Manuals" hyper-link on the upper right side of the *inspira* account-holder homepage. The evaluation of applicants will be conducted on the basis of the information submitted in the application according to the evaluation criteria of the job opening and the applicable internal legislations of the United Nations including the Charter of the United Nations, resolutions of the General Assembly, the Staff Regulations and Rules, administrative issuances and guidelines. Applicants must provide complete and accurate information pertaining to their personal profile and qualifications according to the instructions provided in *inspira* to be considered for the current job opening. No amendment, addition, deletion, revision or modification shall be made to applications that have been submitted. Candidates under serious consideration for selection will be subject to reference checks to verify the information provided in the application.

United Nations Considerations

According to article 101, paragraph 3, of the Charter of the United Nations, the paramount consideration in the employment of the staff is the necessity of securing the highest standards of efficiency, competence, and integrity. Candidates will not be considered for employment with the United Nations if they have committed violations of international human rights law, violations of international humanitarian law, sexual exploitation, sexual abuse, or sexual harassment, or if there are reasonable grounds to believe that they have been involved in the commission of any of these acts. The term "sexual exploitation" means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. The term "sexual abuse" means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. The term "sexual harassment" means any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation, when such conduct

interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment, and when the gravity of the conduct warrants the termination of the perpetrator's working relationship. Candidates who have committed crimes other than minor traffic offences may not be considered for employment. Due regard will be paid to the importance of recruiting the staff on as wide a geographical basis as possible. The United Nations places no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs. The United Nations Secretariat is a non-smoking environment. Reasonable accommodation may be provided to applicants with disabilities upon request, to support their participation in the recruitment process. By accepting a letter of appointment, staff members are subject to the authority of the Secretary-General, who may assign them to any of the activities or offices of the United Nations in accordance with staff regulation 1.2 (c). Further, staff members in the Professional and higher category up to and including the D-2 level and the Field Service category are normally required to move periodically to discharge functions in different duty stations under conditions established in ST/AI/2023/3 on Mobility, as may be amended or revised. This condition of service applies to all position specific job openings and does not apply to temporary positions. Applicants are urged to carefully follow all instructions available in the online recruitment platform, inspira, and to refer to the Applicant Guide by clicking on "Manuals" in the "Help" tile of the inspira account-holder homepage. The evaluation of applicants will be conducted on the basis of the information submitted in the application according to the evaluation criteria of the job opening and the applicable internal legislations of the United Nations including the Charter of the United Nations, resolutions of the General Assembly, the Staff Regulations and Rules, administrative issuances and guidelines. Applicants must provide complete and accurate information pertaining to their personal profile and qualifications according to the instructions provided in inspira to be considered for the current job opening. No amendment, addition, deletion, revision or modification shall be made to applications that have been submitted. Candidates under serious consideration for selection will be subject to reference checks to verify the information provided in the application. Job openings advertised on the Careers Portal will be removed at 11:59 p.m. (New York time) on the deadline date.

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No Fee

THE UNITED NATIONS DOES NOT CHARGE A FEE AT ANY STAGE OF THE RECRUITMENT PROCESS (APPLICATION, INTERVIEW MEETING, PROCESSING, OR TRAINING). THE UNITED NATIONS DOES NOT CONCERN ITSELF WITH INFORMATION ON APPLICANTS' BANK ACCOUNTS.

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