

Posting Title : Associate Human Rights Officer, NOB

Job Code Title : Associate Human Rights Officer

Department/ Office : United Nations Organization Stabilization Mission in the Democratic Republic of Congo

Location : KINSHASA

Posting Period : 22 May 2025-5 June 2025

Job Opening number : 25-Human Rights Affairs-MONUSCO-258668-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 Organization Stabilization Mission in the Democratic Republic of the Congo (MONUSCO), in the OHCHR/MONUSCO Joint Human Rights Office (UNJHRO). The Associate Human Rights Officer will report to the UNJHRO Field Office Coordinator under the overall guidance and direction of the Deputy Director of the JHRO through the Coordinator of the Protection Unit.

Responsibilities

Within delegated authority, the Associate Human Rights Officer will be responsible for the following duties: 1. Research collects, verifies, analyses and synthesizes significant amounts of information, including from open sources, of relevance to human rights in the designated mission area. 2. Participates in discussions with relevant authorities and other influential actors with a view to stop or preventing human rights violations, seek remedial action by the authorities and prevent similar violations from occurring in the future. 3. Assists in liaising with appropriate local and national authorities, civil society, UN Agencies, Funds and Programmes with complementary mandates, and other relevant partners to monitor developments in the human rights situation; 4. Monitors the national legal systems and their compliance with international human rights instruments, as well as the implementation of relevant recommendations by UN human rights mechanisms. 5. Supports in the development of initiatives to strengthen the response to systematic and/or emerging patterns of human rights violations and abuses; 6. Collects, verify and disseminate early warning, and supports the development of initiatives to respond to systematic and/or emerging patterns of violations and abuses of international human rights and international humanitarian law. 7. Assists national authorities in their coordination and evaluation of activities relating to the implementation and follow-up of recommendations by UN Treaty Bodies, Special Procedures and other

mechanisms of the UN Human Rights Council;8.Participates in the investigations of human rights and international humanitarian law violations using the UN-developed methodology;9. Drafts variety of reports, briefings and other types of communications relating to human rights matters in compliance with established standards;10.Contributes to the formulation of meaningful recommendations and strategies to better promote and protect human rights in the mission area;11.Contributes to the mainstreaming of human rights in the formulation and implementation of the UN peace mission and UN agency activities at country and local levels; 12.Supports national authorities in their implementation of recommendations by UN Treaty Bodies, Special Procedures and other mechanisms of the UN Human Rights Council;13. Participates in the design, delivery and evaluation of human rights training programmes for national officials, civil society representatives, human rights non-governmental organizations (NGOs) and other national stakeholders in order to build national capacities;14.Ensures the timely entry of accurate and verified cases of human rights violations into a database in compliance with established standards;15.Contributes to the integration of gender perspectives/considerations and specific women/girls' rights issues in all activities and to the equal participation of women and men in all areas of work;16.Integrates UN developed methodology in the human rights monitoring, reporting and investigation activities;17. Performs other related duties as required.

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; Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

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.

Planning & Organizing:Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.

Education

An advanced university degree (Master's degree or equivalent) in law, political science, international relations, social sciences, or in 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 two (2) years of progressively responsible experience in human rights or a closely related field in the United Nations or an international organization is required. Experience working with international human rights standards, instruments and- mechanisms is desirable. Previous experience in human rights monitoring and reporting and on/or in building capacity for the promotion and protection of human rights is desirable.

Languages

English and French are the working languages for the United Nations. For the post advertised, fluency in oral and written French is required. Knowledge English is desirable.

Assessment

Previously rostered candidates are not subject to any further assessment and as such, will not be invited for such an assessment.

Special Notice

This "Recruit from Roster" job opening is only open to roster applicants who are already placed on pre-approved rosters, following a review by a United Nations Central Review Body. Only roster applicants who were placed on rosters with similar functions at the same level are considered to be eligible candidates. Eligible applicants receive an email inviting them to apply. Rostered applicants are encouraged to apply only if they are interested and available to take up the position at the duty station/s specified in the Job Opening. Applying to this job opening carries an expectation to accept the offer, if selected. Appointment or assignment against this position is for an initial period of one year. The appointment or assignment and renewal thereof are subject to the availability of the post or funds, budgetary approval or extension of the mandate. The 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.

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.

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.

