



**MONUSCO**

Mission de l'Organisation des Nations Unies  
pour la Stabilisation en République  
démocratique du Congo

United Nations Organisation Stabilization  
Mission in the Democratic Republic of Congo

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**PROTECT**

**STABILIZE**

**CONSOLIDATE PEACE**

## **NATIONAL CONSULTANT POSITION**

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

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**Consultancy Opportunity: National Consultant on Child Recruitment**

**Requesting Section: Child Protection**

**Positions: Two (02)**

**Initial Duration: Initial duration of 12 months with a possibility of renewal**

**Date posted: 09<sup>th</sup> October 2017**

**Dead line for Applications: 17<sup>th</sup> October 2017**

**Duty Station: Kinshasa, with frequent travel to CPS Field Offices in Eastern DRC.**

**The consultant will be provided with office space in every MONUSCO office.**

### **Background**

Recruitment and use of children, a serious crime under national and international law which can amount to a war crime if the victims are below 15, is rarely prosecuted in the DRC despite the hundreds of boys and girls that are separated from parties to the conflict every year. This lack of accountability has allowed perpetrators, in particular armed group commanders, to continue to violate children's rights on a massive scale with impunity

**The Action Plan to Stop and Prevent Underage Recruitment and Use of Children in Armed Forces and Groups and other Grave Child Rights Violations** was signed on 4 October 2012 by the DRC Prime Minister and SRSG MONUSCO. It consists of four pillars: **Protection, Prevention, Response to victims and fight against impunity**. On combatting impunity, the Action Plan

requires the UN and the Government to collaborate on holding accountable perpetrators of child recruitment. Investigations, arrests and prosecutions must be foreseen for perpetrators, ensuring that child victims have access to justice.

As of 30 June 2015, six perpetrators of child recruitment are in detention awaiting trial. A list has been prepared of egregious perpetrators of child recruitment against whom arrest warrants could be issued.

Through a project funded by the Belgian Embassy in Kinshasa, MONUSCO will support the DRC Government and the Prosecution Support Cells to hold perpetrators of child recruitment accountable and to ensure that prosecution of child recruiters becomes systematic in the DRC. The expected results of the project are that at least 18 individuals accused of recruitment and use of children are prosecuted and that at least four of those perpetrators are tried according to applicable DRC and international law by June 2017. This will be done while ensuring the protection of child victims and witnesses before, during and after the trial and accompanied by a mass awareness raising campaign to end child recruitment by armed groups.

## **Organizational Setting and Reporting**

MONUSCO Child Protection Section, supported by the Joint Human Rights office and the Justice and Corrections Sections, is seeking a national consultant to assist the Project Manager on four main activities, namely

- 1) Support to military justice actors in conducting investigations and trials
- 2) Capacity building of judicial actors,
- 3) Implementation of a broad communication campaign,
- 4) Ensuring provision of the protection of victims and witnesses before, during and after the trial.

## **Responsibilities**

Under the direct supervision of the Project Manager Consultant Child Protection in Kinshasa, the National UN Volunteer will undertake the following tasks:

- Provide support to the Accountability Project Manager to bring perpetrators of child recruitment and other violations to justice through provision of perpetrator profiles, coordination of the logistic and financial support to military justice, and joint investigations for preparation of trials and monthly reporting on progress and challenges;
- Support the leadership of the project with the management of database in which highly confidential information relevant to the collection of data on grave child rights violations are stored; ensure that information in the

database is analyzed, in narrative and through illustrations for reporting purposes;

- Assist the Project Manager in the planification and implementation of the pilot project for the “accountability of perpetrators of recruitment and use of children.”
- Contribute to the development of a nationwide training/mentoring plan, materials and workshops for military prosecutors and magistrates as well as lawyers on how to effectively conduct investigations on the ground, interview children, protect witnesses and victims before and during trial minimizing risks for children and their families and professional. This will be done in consultation with the hierarchy of the military prosecutors and courts and the Higher Judicial Council;
- Provide capacity building and training of trainers for judicial actors, internal and external partners;
- Facilitate interactions with national and international counterparts;
- Develop and produce a compilation of quick consultation materials for prosecutors/judges on child recruitment;
- Assist the judicial authorities to identify victims and witnesses and encourage them to participate in the justice process, while ensuring their protection before, during and after the trial;
- In collaboration with MONUSCO’s Justice and Correction Section (JCS) and the Joint Human Rights Office (JHRO), ensure technical and logistical support is provided on investigations, judicial cases and protection of victims/witnesses and their families;
- In consultation and with the support of the JHRO Protection Unit, produce an extensive security and protection analysis of each victim/witness at risk and implement the protection measures adapted to each specific case and location;
- Produce and disseminate, in consultation and with the support of the JHRO Protection Unit, protection guidelines of victims and witnesses that will be used by magistrates and other legal experts involved in the trials to ensure that those measures are put into in practice;
- In collaboration with the UN/GoDRC Joint Technical Working Group to implement the Action Plan and CPS officers in the field, contribute to the development of a public media campaign to stop and prevent child recruitment;
- Support the establishment of a committee with security services in Kinshasa to follow-up on cases of grave child rights violations by state agents;

- Report on weekly basis on activities and updates on arrests, trials, prosecutions and challenges; contribute to other reports, such as SG reports, ad hoc and thematic reports;
- Produce narrative and financial reports - both midterm and final.

## Reporting

- Report on weekly basis on activities and updates on arrests, trial proceedings, prosecutions and challenges faced; providing inputs to SG, thematic, and other ad-hoc reports as needed.
- Develop monitoring and evaluation tools in order to keep track of the progress of project implementation during each phase.
- Produce narrative and financial reports at both the midterm and final phase of the project.

## Competencies

- Integrity and professionalism: demonstrated expertise in area of specialty and ability to apply good judgment; high degree of autonomy, personal initiative and ability to take ownership; willingness to accept wide responsibilities and ability to work independently under established procedures in a politically sensitive environment, while exercising discretion, impartiality and neutrality; ability to manage information objectively, accurately and confidentially; responsive and client-oriented;
- Accountability: mature and responsible; ability to operate in compliance with organizational rules and regulations;
- Commitment to continuous learning: initiative and willingness to learn new skills and stay abreast of new developments in area of expertise; ability to adapt to changes in work environment;
- Planning and organizing: effective organizational and problem-solving skills and ability to manage a large volume of work in an efficient and timely manner; ability to establish priorities and to plan, coordinate and monitor (own) work; ability to work under pressure, with conflicting deadlines, and to handle multiple concurrent projects/activities;
- Teamwork and respect for diversity: ability to operate effectively across organizational boundaries; ability to establish and maintain effective partnerships and harmonious working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity and gender;

- Communication: proven interpersonal skills; good spoken and written communication skills, including ability to prepare clear and concise reports; ability to conduct presentations, articulate options and positions concisely; ability to make and defend recommendations; ability to communicate and empathize with staff (including national staff), military personnel, volunteers, counterparts and local interlocutors coming from very diverse backgrounds; ability to maintain composure and remain helpful towards the staff, but objective, without showing personal interest; capacity to transfer information and knowledge to a wide range of different target groups;
- Flexibility, adaptability, and ability and willingness to operate independently in austere, remote and potentially hazardous environments for protracted periods, involving physical hardship and little comfort, and including possible extensive travel within the area of operations; willingness to transfer to other duty stations within area of operations as may be necessary;

## **Education**

Advanced university degree in Law (Master's degree or equivalent)

## **Work Experience:**

- At least 4 years of progressively responsible experience as a lawyer primarily in a civil law jurisdiction, including experience with cases involving child recruitment.
- Excellent analytical, research and investigative skills, including ability to evaluate and integrate information from a variety of sources and assess the potential protection risks.
- Administrative experience is required
- Practical experience in database management, monitoring, investigation and reporting is required;
- Training experience is required
- Ability to work in a team but also under own initiative in sometimes difficult circumstances within a multidisciplinary and diversified team is required;
- Field experience in armed conflict situations. Experience with UN Peacekeeping Operations and/or UN Country Offices is recommended;
- Knowledge of human rights and child protection issues or interest in acquiring necessary understanding of these is desirable;

- Basic knowledge on international standards on child rights and human rights in conflict situations is desirable;
- Driving license is required;
- Have affinity with or interest in humanitarian relief, post-conflict situations, volunteerism as a mechanism for durable development, and the UN System is desirable.

## **Languages**

- Fluency in French and English (both oral and written) is required

## **Application procedure**

- All applications are to be received by e-mail only. Interested applicants should submit their PHP or CV and a cover letter to [mbongo@un.org](mailto:mbongo@un.org) and/or [abdgaleb@un.org](mailto:abdgaleb@un.org).
- Application should be received within 07 days, i.e. on or before 17 October 2017.
- Applications received after the deadline will NOT BE ACCEPTED.
- In line with the UN policy on gender balance, FEMALE CANDIDATES ARE STRONGLY ENCOURAGED TO APPLY.

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