


Vacancy announcement		
UN JPO Programme		
JPO in Human Rights in armed conflict		
<i>United Nations / Office of the High Commissioner for Human Rights (OHCHR) / Thematic Engagement, Special Procedures and Right to Development Division; Rule of Law, Equality and Non-Discrimination Branch; Rule of Law and Democracy Section</i>		
		Closing date 20 April 2025 6 pm EST
<u>Vacancy Announcement # 24P357</u>		
I General information		
Title:	JPO in Human Rights in armed conflict	
Sector of Assignment:	Human Rights, Rule of Law and Democracy	
Country:	Switzerland	
Location (City):	Geneva	
Agency:	United Nations / Office of the High Commissioner for Human Rights (OHCHR) / Thematic Engagement, Special Procedures and Right to Development Division; Rule of Law, Equality and Non-Discrimination Branch; Rule of Law and Democracy Section	
Duration of Assignment:	Initially 1 year (with possible extension for another year)	
Grade:	P2 step 1 in the first year	
Note: This post is opened in the context of the Junior Professional Officer (JPO) scheme sponsored by Finland and is addressed to candidates with Finnish citizens. Candidates must be max. 32 years old at the time of the application/closing date (<i>i.e. born on or after 21/04/1992</i>)		
II Duties, responsibilities and Output Expectations		
Under the supervision of the Chief of the Rule of Law and Democracy Section, the incumbent will contribute to developing and implementing the work of OHCHR in the area of human rights and democracy, in particular through:		
<ul style="list-style-type: none">Carrying out legal research and analysis in the area of international humanitarian law and how it relates to human rights in armed conflict, in particular in relation to complementarity, responsibilities in situations of insecurity, including the obligations states and non-state armed groups, the impact of the use of certain weapons, and artificial intelligence;		

- Providing legal support to OHCHR field presences on the legal framework related to the protection of human rights in situations of armed conflict and other situations of violence;
- Assisting with the development of tools and internal guidance documents on human rights and international humanitarian law;
- Supporting OHCHR's work on mainstreaming human rights in international fora on disarmament, including on new and emerging technologies in the military domain.
- Supporting the establishment of an internal OHCHR community of practice on the protection of human rights in armed conflict;
- Developing a digest of legal analysis relevant to situations of armed conflict contained in OHCHR reports and press statements, including those issued by Human Rights components of Peace Operations as well as by Fact-find missions and Commissions of Inquiry.
- Assisting in the preparation of statements, reports, and talking points on human rights and international humanitarian law;
- Performing other duties as requested.

III Training component: Learning elements and expectations

On completion of the assignment, the JPO will have/be able to

- Conduct research on human rights law and international humanitarian law
- Provide inputs on documents to ensure attention to human rights and international humanitarian law
- Have a practical understanding of how the UN works on human rights in armed conflicts and other situations of violence at national, regional and global levels
- Have a practical understanding of responsibilities of non-state armed groups and UN engagement with such groups
- Understand the United Nations main human rights mechanisms and their activities
- Prepare periodic and ad hoc reports

IV Supervision

Title of Supervisor:
Human Rights Officer

Content and methodology of supervision:

Establishment of a Work Plan: During the first month of the assignment, the Junior Professional Officer (JPO) will work jointly with his/her direct supervisor to finalize an agreed upon work plan. The final work plan will be discussed and mutually agreed to by the JPO and his/her supervisor.

Evaluation: The United Nations Performance Evaluation System (e-performance) will serve as a primary platform to evaluate of the JPO's performance. Regular informal performance evaluation will take place as needed. Supervision and guidance are provided on a continuing basis.

V Required Qualifications and Experience

Education:

Advanced university degree (Master's degree or equivalent) in law with emphasis on international law, in particular international humanitarian law and international human rights law is required.

Working experience (incl. internships and volunteering):

A minimum of 2 years of relevant work experience in the field of human rights and armed conflict or on international humanitarian law is required.

Languages:

English and French are the working languages of the UN Secretariat. For this position, fluency in English is required. Knowledge of other UN languages would be an advantage.

Other skills:

Good computer skills, including proficiency in word processing, excel and other commercial software packages.

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; Good knowledge of and exposure to a range of human rights issues, good knowledge of institutional mandates, policies and guidelines related to human rights.

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

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

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.

VII How to apply

Applicants should submit their application electronically directly to the Organization.

Please apply **online** via

<https://owa.undesa.it/oas/oas.aspx?CMD=START&CP=6>

Applications must be received no later than **20 April 2025, 6.00 pm (Eastern Standard Time UTC-5, New York USA)**. Applications received after this date will not be considered. Applicants will receive a confirmation of receipt.

Only short-listed candidates will be contacted thereafter

VI Background information on Agency/Department/Section

The mission of the Office of the United Nations High Commissioner for Human Rights is to ensure the universal enjoyment of all human rights by giving practical effect to the will and resolve of the world community as expressed by the United Nations.

The mandate of the Office of the United Nations High Commissioner for Human Rights derives from Articles 1, 13 And 55 of the Charter of the United Nations, the Vienna Declaration and Programme of Action adopted by the World Conference on Human Rights held at Vienna from 14 to 25 June 1993 and subsequently endorsed by the General Assembly in its resolution 48/141, also of 20 December 1993, by which the Assembly established the post of United Nations High Commissioner for Human Rights. In connection with the programme for reform of the United Nations (A/51/950, para. 79), the Office of the United Nations High Commissioner for Human Rights and the Centre for Human Rights are now consolidated into a single Office of the United Nations High Commissioner for Human Rights.

Functions and Organization of OHCHR

The Office of the United Nations High Commissioner for Human Rights:

- a) Promotes universal enjoyment of all human rights by giving practical effect to the will and resolve of the world community as expressed by the United Nations;
- b) Plays the leading role on human rights issues and emphasizes the importance of human rights at the international and national levels;
- c) Promotes international cooperation for human rights;
- d) Stimulates and coordinates action for human rights throughout the United Nations system;
- e) Promotes universal ratification and implementation of international standards;
- f) Assists in the development of new norms;
- g) Supports human rights organs and treaty monitoring bodies;
- h) Responds to serious violations of human rights;
- i) Undertakes preventive human rights action;
- j) Promotes the establishments of national human rights infrastructures;
- k) Undertakes human rights field activities and operations;
- l) Provides education, information advisory services and technical assistance in the field of human rights.

The Office of the United Nations High Commissioner for Human Rights is headed by a High Commissioner with the rank of Under-Secretary-General.

Rule of Law and Democracy Section

The Rule of Law and Democracy Section develops instruments, training materials and policy approaches to enhance the administration of justice and access to justice; formulates policies, strategies and tools for transitional justice for States emerging from conflict and instability; deepens the understanding of human rights approaches to conflict and security issues; enhances legal structures and policy approaches to ensure accountability; promotes democracy and provides legal advice to the High Commissioner, other parts of OHCHR and human rights field presences.

In discharging its mandate, the Section:

- Supports the High Commissioner's leadership through drafting or providing input to speeches and op-eds and making recommendations for policy positions and advocacy approaches, including in relation to advocacy for accountability of alleged perpetrators of human rights violations.
- Reviews OHCHR reports to ensure their legal accuracy, including the complimentary application of international human rights law, international humanitarian law and international criminal law.
- Carries out applied research, prepares policy tools, and provides advice on the legal aspects of the protection of human rights in complex settings, such as conflict.
- Helps design and support truth-seeking processes, judicial accountability mechanisms, reparations programmes, including for victims of sexual violence, and national consultations on transitional justice, and provides advice on relevant institutional reforms.
- Provides advice and supports capacity building to United Nations Country Teams and other UN partners on transitional justice related issues, including through the development of guidance materials on emerging transitional justice-related areas, such as violations of economic, social and cultural rights, reintegration of former combatants and vetting processes.
- Works with mediators and other stakeholders to ensure that transitional justice and accountability for past violations are reflected in peace negotiations and peace agreements.
- Provides technical assistance and advice on the development and reform of normative frameworks in relation to accountability and justice mechanisms, as well as assistance in constitution-making and constitutional reform and the development of guidance tools for parliamentarians.
- Supports judicial institution building and reform efforts, including by providing capacity strengthening activities such as training for judges, prosecutors and lawyers and other law enforcement entities on the domestic implementation of international human rights, humanitarian and criminal law standards, and developing guidance materials as well as new policy and training tools on accountability mechanisms, including commissions of inquiry.
- Offers technical support to national and local authorities and other stakeholders with a view to ensuring that informal justice systems comply with international human rights norms.
- Develops guidance materials to assist States with victim- and witness-protection programmes.
- Undertakes and strengthens human rights monitoring of legal systems to ensure compliance with international human rights norms, in particular with regard to due process and fair trial, and works with UN partners, national institutions and civil society organizations to build and strengthen their capacity to conduct such monitoring.
- Advocates for the establishment of a moratorium by States on the use of the death penalty, with a view to abolishing it and assists Member States, civil society and other stakeholders in achieving this goal.
- Deepens legal approaches to respecting human rights while countering terrorism and human rights violations in the context of elections.
- Develops policy and tools on access to justice and legal assistance for individuals and groups facing discrimination, including minorities and indigenous peoples, stateless persons and women.
- Works on fostering accountability, in particular of armed state and non-state actors, and ensuring effective criminal, civil and administrative remedies for human rights violations.
- Provides legal and policy guidance on OHCHR's work to support the implementation of the responsibility to protect, in particular through a focus on prevention and deterrence based on accountability.

- Strengthens cooperation with the International Criminal Court (ICC), on the basis of the UN-ICC Relationship Agreement approved by the General Assembly, particularly in the areas of witness and victim protection, victim participation, outreach and education, and contributes to discussions on impunity and rule of law-related issues in the Human Rights Council.
- Provides support to the Open-ended intergovernmental working group to consider the possibility of elaborating an international regulatory framework on the regulation, monitoring and oversight of the activities of private military and security companies.
- Provides states with technical advice to ensure the development of effective constitutional, legal and institutional national frameworks necessary to build democratic societies in compliance with international human rights norms and principles.
- Provides legal administrative advice and clearance and liaises with the Office of Legal Affairs to ensure that all agreements entered into by OHCHR are in conformity with UN rules and practices, in particular regarding privileges and immunities.