

Vacancy announcement

UN JPO Programme

JPO in Human Rights (Business and Human Rights in Technology)

*United Nations
Office of the High Commissioner for Human Rights
(OHCHR)/ Development and Social and Economic Issues
Branch / Business and Human Rights Section*



Closing date
9 August 2024
11:59pm KST

Vacancy Announcement # 22P308

I General information

Title:	JPO in Human Rights (Business and Human Rights in Technology)
Sector of Assignment:	Human Rights
Country:	Switzerland
Location (City):	Geneva
Agency:	United Nations Office of the High Commissioner for Human Rights (OHCHR)/ Development and Social and Economic Issues Branch / Business and Human Rights Section
Duration of Assignment:	The initial appointment is for 1 year, renewable based on performance and availability of funds.
Grade:	P2 step 1 in the first year

Note: This position is open in the context of the Junior Professional Officer (JPO) scheme sponsored by the Government of the Republic of Korea and is addressed exclusively to candidates with the Korean citizenship.

For general information on the Korean JPO Program and additional conditions see the following website:
<https://UNrecruit.mofa.go.kr>

II Duties, Responsibilities and Output Expectations

OHCHR/Business and Human Rights Section is seeking a JPO to support its work in the area of business and technology, specifically the B-Tech Project. The B-Tech Project works with tech companies, states and other stakeholders to produce practical and policy guidance to address some of the core human rights challenges related to the technology sector, in particular with a focus on generative AI. The project is implemented through applying the lens of the UN Guiding Principles on Human Rights to elaborate on the duties and responsibilities of states and tech companies. Given the integral role of new technologies in the sustainable development agenda, the B-Tech Project will also support sustainable development and growth by enabling more effective identification and mitigation of human rights risks which might otherwise undermine the potential of new technologies in contributing to the sustainable development agenda. The modality of the B-Tech Project is to work with multiple partners from inside and outside the tech sector in an inclusive and interactive manner, engaging with all relevant stakeholders (companies, governments, civil society, investors, experts) in different geographic regions. A particular focus will be on supporting the geographic expansion of B-Tech in the Africa and Asia-Pacific regions, among others supporting the B-Tech India and B-Tech Africa project which implements the B-Tech project in India and the African region respectively which an emphasis on regional and national opportunities and challenges.

Under the supervision of the Head of the Business and Human Rights Section, the incumbent will contribute to developing and implementing the work of the OHCHR B-Tech Project, in particular through:

- Planning, coordinating and organizing the various activities envisaged by the B-Tech project, including from a gender perspective;

- Carrying out legal research and analysis at the intersection of business, technology and human rights, with a particular focus on generative AI;
- Assist with the expansion of the engagement with technology companies beyond the existing B-Tech Community of Practice through supporting the creation of a new platform for tech-company peer learning on the UNGPs and in all geographic regions
- Support the geographic expansion of the B-Tech project in Africa and Asia, and assist identify other regional or country specific B-Tech engagement opportunities.
- Assisting with establishing new and managing current B-Tech partnerships with academic institutions, multi-stakeholder initiatives, as well as technology companies and civil society groups;
- Assisting in advising OHCHR colleagues and partner entities on business and human rights in the context of technology-related discussions;
- Assisting with the development of tools and internal guidance documents on business and human rights in technology, in particular the advancement of the implementation of the UN Guiding Principles on Business and Human Rights by technology companies;
- Contributing to the designs, development, and implementation of programmes and activities related to advance the uptake of UN Guiding Principles on Business and Human Rights in the technology sector;
- Assisting in the preparation of statements, reports, and talking points on human rights, in particular the implementation of the UN Guiding Principles on Business and Human Rights, and technology-related human rights issues with a strong focus on business responsibilities;
- Assisting in organizing workshops, consultations and seminars;
- Performing other duties as requested.

III Training component: Learning elements and expectations

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

- Organize capacity building workshops and meetings for the United Nations;
- Provide inputs on documents to ensure attention to business, human rights and technology;
- Have a practical understanding of how the UN works on business, human rights and technology issues at national, regional and global levels;
- Understand the United Nations main human rights mechanisms and their activities;
- Prepare periodic and ad hoc reports.

IV Supervision

Title of Supervisor:

Chief, Business & Human Rights

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 his work plan. The final work plan will be discussed and mutually agreed between the JPO and his/her supervisor.

Evaluation:

The United Nations Performance Evaluation System (e-performance) will serve as a primary platform to evaluate the JPO's performance.

V Required Qualifications and Experience

Education:

An advanced university degree (Master's degree or equivalent) in law, political science, computer science, socio-computational studies or similar, or business with advanced knowledge of Business and Human Rights and the UN Guiding Principles on Business and Human Rights is required. A first-level university degree in combination with two additional years of qualifying experience may be accepted in lieu of the advanced university degree.

Work experience (incl. internships and volunteering):

A minimum of 2 years of relevant working experience in the field of human rights and technology, with an emphasis on the role of business. Experience in the area of business and human rights as it intersects with technology and human rights is desirable.

Other skills:

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

Languages:

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

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;

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.

VI Background information on Agency/Department/Section

The Office of the High Commissioner for Human Rights (UN Human Rights) is the leading UN entity on human rights. OHCHR represents the world's commitment to the promotion and protection of the full range of human rights and freedoms set out in the [Universal Declaration of Human Rights](#).

Both the [High Commissioner](#) and the Office have a unique role to:

- **Promote and protect all human rights:** OHCHR speaks out objectively in the face of human rights violations and help elaborate the standards that are used to evaluate human rights progress worldwide.
- **Help empower people:** Our research, education, and advocacy activities, contributes to the increased awareness and engagement by the international community and the public on human rights issues. This means thousands of people in all regions of the world are empowered to claim their rights.
- **Assist Governments:** Through our field presences, OHCHR helps prevent abuses and contribute to defusing situations that could lead to conflict. Our monitoring and analysis feeds sensitive decision-making and development programming. OHCHR also provides capacity-building and legal advice to thousands, supporting the development and judicious enactment of laws and policies the world around.
- **Inject a human rights perspective into all UN programmes:** OHCHR mainstreams human rights into all UN programmes to ensure that peace and security, development, and human rights - the three pillars of the

UN - are interlinked and mutually reinforced.

[Learn more about the OHCHR Mandate](#)

History of the mandate

The UN General Assembly established The Office of the High Commissioner for Human Rights in December 1993 through its [resolution 48/141](#) which also details its mandate. This was just a few months after the World Conference on Human Rights adopted the [Vienna Declaration and Plan of Action](#).

Adopted by 171 States, the Vienna Declaration renewed the world's commitment to human rights. It also called for strengthening and harmonizing the monitoring capacity of the United Nations system with regards to human rights.

[Read more about the history of UN Human Rights](#)

OHCHR's mission

The mission of OHCHR is to work for the protection of all human rights for all people; to help empower people to realize their rights; and to assist those responsible for upholding such rights in ensuring that they are implemented.

In carrying out its mission OHCHR will:

- Give priority to addressing the most pressing human rights violations, both acute and chronic, particularly those that put life in imminent peril;
- Focus attention on those who are at risk and vulnerable on multiple fronts;
- Pay equal attention to the realization of civil, cultural, economic, political, and social rights, including the right to development; and
- Measure the impact of its work through the substantive benefit that is accrued, through it, to individuals around the world.

Operationally, OHCHR works with governments, legislatures, courts, national institutions, civil society, regional and international organizations, business enterprises and associations and the United Nations system to develop and strengthen capacity, particularly at the national level, for the protection of human rights in accordance with international norms.

Institutionally, OHCHR is committed to strengthening the United Nations human rights programme and to providing it with the highest quality support. OHCHR is committed to working closely with its United Nations partners to ensure that human rights form the bedrock of the work of the United Nations.

OHCHR's strategic vision for human rights work

To fulfil its mission, UN Human Rights follows a robust framework of results known as the OHCHR Management Plan (OMP). This roadmap is based on the outcomes of consultations with Member States, the UN system, civil society, the donor community and the private sector. The current OMP is strongly anchored to the 2030 Development Agenda and covers the period from 2018-2021 inclusive.

[Get an overview of OHCHR's 2018-2021 roadmap](#)

The Business and Human Rights Section (BHRS)

This post will be based in OHCHR's Geneva headquarters, in OHCHR's Thematic Engagement, Special Procedures and Right to Development Division (TESPRDD), joining the Business and Human Rights Section (BHRS). BHRS develops guidance and training relating to the dissemination and implementation of the [UN Guiding Principles on Business and Human Rights](#) for States, business, civil society, and other relevant stakeholders. It does so by providing [advice, tools and other resources](#); supporting capacity building on business and human rights to all stakeholders, including through OHCHR's field presences and across the United Nations system; and acting as secretariat for human rights mechanisms and bodies, such as the [Working Group on Business and Human Rights](#) and the [inter-governmental group developing a business and human rights treaty](#) and the Working Group to develop a regulatory framework to regulate the activities of private and military security companies. The BHRS is also leading on the [Accountability and Remedy Project \(ARP\)](#) to enhance accountability and access to remedy in cases of business-related human rights abuse, and is part of the [Responsible Business Conduct in Latin America and the Caribbean \(RBCLAC\)](#). In 2019, BHRS launched the B-Tech project to provide authoritative guidance to enhance the quality of implementation of the UNGPs with respect to digital technologies. In 2020, based on the increased prioritization of business and human rights by OHCHR FPs and recognizing the importance of unlocking the development potential stemming from more responsible business activities, BHRS prioritized its role as thematic resource entity to provide enhanced technical support to FPs working on business and human rights. In

2022 BHRS significantly expanded its regional work to Africa.

VII General requirements for the JPO Programme of the Republic of Korea

- Korean citizenship
- Fluency in Korean and English language
- Completed advanced university degree (master's degree or equivalent). A bachelor's degree and an additional two years of work experience may be accepted in lieu of the advanced university degree.
- Not older than 32 years of age as of 31st December of 2024 (Born on or after Jan. 1, 1992) (The maximum age limit for those who served in the military will be extended accordingly*)
- Male applicants shall have completed the Korean military service or be exempted from it. Those who will be discharged from military service in the year of the application may also apply.

*

- one year will be extended for those who served for less than one year
- two years will be extended for those who served for more than one year and less than two years
- three years will be extended for those who served for two years or more

VIII How to apply

Applicants should submit their application electronically directly to the Organization.

All documents should be in English.

Candidates for this position apply **online** via the Online Application System (OAS)* portal link provided on <https://owa.undesa.it/oasrok/>

*Please also make sure to review the guidelines on [how to apply](#) in the Online Application System (OAS).

Applications must be received no later than **9 August 2024 (11:59pm KST)**.

Applications received after this date will not be considered. Applicants will receive a confirmation of receipt.

Only short-listed candidates will be contacted thereafter.

IX Required application documents (only complete applications will be considered)

- The completed United Nations Personal History Profile with motivation letter in English (to be completed in the OAS interface)
- A scanned copy of applicant's Resident Register in English
- A copy of the university degree (Bachelor's/ Master's degree) certificate in English
- A certificate of English language proficiency test certificate. Please note that test scores are valid for 2 years after the test date. Applicants should score a minimum of
 - (1) TOEFL iBT 100 or
 - (2) TEPS 430 or
 - (3) IELTS 7 or
 - (4) TOEIC 900
 - TOEFL 'Home Edition' score is accepted while 'MyBest Scores' are not accepted
 - IELTS General Training and Academic test are both accepted
- Only for male applicants who have completed the national military service: A certificate of Korean Military Service in English. The maximum age limit for those who served in the military will be extended in accordance with the Support for Discharged Soldiers Act and the military service law.
- Only for low-income applicants: A scanned copy of applicant's certificate of National Basic Livelihood Security Recipients issued in Korean and its unofficial English translation.
- Only for applicants with disability: A scanned copy of applicant's certificate of person with disability issued in Korean and English

[Please note that applicants can apply for **a maximum of two JPO positions** sponsored by the Ministry of Foreign Affairs of the Republic of Korea during the year of application.]