

Vacancy announcement

UN JPO Programme

JPO in Human Rights

*United Nations
Office of the High Commissioner for Human Rights
(OHCHR)/ South-East Asia Regional Office*



Closing date
9 August 2024
11:59pm KST

Vacancy Announcement # 23P024

I General information

Title:	JPO in Human Rights
Sector of Assignment:	Human Rights
Country:	Thailand
Location (City):	Bangkok
Agency:	United Nations Office of the High Commissioner for Human Rights (OHCHR) / South-East Asia Regional Office
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

Under the overall supervision of OHCHR Regional Representative and the direct supervision of the Deputy Representative, the JPO will:

1. Assist in strengthening national implementation of international human rights norms and obligations, including through promoting greater understanding of their significance in countries of South-East Asia, and cooperation with the international procedures established to assist in their implementation
2. Assist in monitoring, drafting legal analysis and preparation of briefings and papers related to changes or developments in laws, policies and practices in South-East Asian countries that affect the enjoyment of human rights.
3. Contribute to the Office's country-specific work across a number of thematic areas including support to trainings for government officials, NHRIs, UNCTs and civil society.
4. Contribute to written reports for internal and external audiences on the work and results of the Office.
5. Contribute to the integration of a gender perspective in the Office's human rights activities, analysis and reports.
6. Maintain regular cooperation, as directed and relevant with other United Nations entities as well as the regional UN Issue Based Coalitions, notably the Human Rights Working Group.
7. Assist in providing technical assistance, advice and support to non-governmental organizations in their work of monitoring human rights violations and their engagements with the UN human rights mechanisms, including through trainings.
8. Support the planning and reporting of the overall Office programme (annual work plan, mid-year and end of year reporting, etc.).

9. Contribute to the Regional Office's engagement with the UN Human Rights Mechanisms, including Special Procedures and the Universal Periodic Review mechanisms of the Human Rights Council as well as the Treaty Body mechanisms.
10. Maintain positive synergies with other units of the Office on cross-cutting issues, so as to ensure an integrated and coherent programme.
11. Assist in any other activities that arise or are proposed by the immediate supervisor or Regional Representative.

III Training component: Learning elements and expectations

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

- Good knowledge of OHCHR mandate, international human rights law and relevant UN and other mechanisms, and how to apply such knowledge to country-level contexts;
- Good knowledge of the work of treaty bodies, special procedures and the Human Rights Council and its subsidiary bodies;
- Have knowledge and experience in human rights monitoring and reporting, including on emblematic human rights cases and on broader country and regional trends;
- Have proven experience drafting reports according to UN standards, including both internal and external reports;
- Have proven experience in drafting analysis of laws, policies and practices as well as broader human rights thematic issues in relation to the implementation of the UN normative framework and international human rights standards;
- Have proven experience liaising with external partners. including the Government, the UN country team, civil society, donors/diplomatic community and the private sector; and
- Have proven experience in interacting with NGO partners as grantees, including assessing partners' project proposals and budgets according to UN standards.

IV Supervision

Title of Supervisor:
Deputy Representative

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:

Advanced university degree (Master's degree or equivalent) in social sciences, law, political sciences, international relations or relevant field, preferably with specialization in human rights. 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 work experience closely related to the promotion and protection of human rights.

Other skills:

Computer skills, particularly with use of spreadsheets and databases

Languages:

English and French are the working languages of the UN Secretariat. For this position, fluency in English with proven skills in drafting is required. Knowledge of a language of South-east Asia 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 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.

OHCHR

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 48/121 of 20 December 1993, and Assembly 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 being consolidated into a single Office of the United Nations High Commissioner for Human Rights.

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

1. 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;
2. Plays the leading role on human rights issues and emphasizes the importance of human rights at the international and national levels
3. Promotes international cooperation for human rights;
4. Stimulates and coordinates action for human rights throughout the United Nations system;
5. Promotes universal ratification and implementation of international standards;
6. Assists in the development of new norms;

7. Supports human rights organs and treaty monitoring bodies;
8. Responds to serious violations of human rights;
9. Undertakes preventive human rights action;
10. Promotes the establishment of national human rights infrastructures;
11. Undertakes human rights field activities and operations;
12. 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 present at field level in regional and country office as well as through Human Rights Advisors attached to the Office of Resident Coordinators. The incumbent will be assigned to OHCHR's South-East Asia Regional Office. The Office of the United Nations High Commissioner for Human Rights is headed by the High Commissioner, Ms. Michelle Bachelet, with the rank of Under-Secretary-General. Further background information may be found at OHCHR website:

<http://www.ohchr.org>

OHCHR South-East Asia Regional Office

The OHCHR Regional Office for South-East Asia was established in Bangkok in 2002 in order to strengthen OHCHR's presence and partnerships in the region. The UN Economic and Social Commission for Asia and the Pacific (UNESCAP) hosts the Regional Office under a Memorandum of Intent signed with the High Commissioner for Human Rights in February 2001.

The Regional Office covers Brunei Darussalam, Indonesia, Lao People's Democratic Republic, Malaysia, Myanmar, Philippines, Singapore, Thailand, Timor-Leste and Viet Nam. It also supports OHCHR's work elsewhere in other parts of Asia. Cambodia is not covered by the Regional Office, as it has a stand-alone OHCHR country office.

The Regional Office for South-East Asia acts as an expert resource and plays a catalytic and convening role, helping to bring human rights standards and mechanisms into discussions on political, social, economic and developmental issues amongst governmental and non-governmental actors. A combination of advocacy on human rights issues of concern and technical support and capacity building with key partners has formed the basis of the Regional Office's work, including with national government authorities, ASEAN, national human rights institutions, civil society and the UN system. The Regional Office aims to integrate gender into all areas of its work. Further background information on the work of the Regional Office can be found at: <https://bangkok.ohchr.org/>

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.

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- 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.]