



TERMS OF REFERENCE

20P273

JPO (Associate Expert)

I. General Information

Title: JPO in Human Rights

Sector of Assignment: Human Rights (Mandate of the Special Rapporteur on the promotion and protection of human rights and fundamental freedoms while countering terrorism)

Organization/Office:

United Nations / Office of the High Commissioner for Human Rights

Duty Station:

Geneva, Switzerland

[Non-Family Duty Station: yes / no

Duration:

1 year (with possible extension for another year)

Extension of appointment is subject to yearly review concerning priorities, availability of funds, and satisfactory performance

II. Supervision

Title of Supervisor:

Human Rights Officer, Mandate of the Special Rapporteur on the promotion and protection of human rights and fundamental freedoms while countering terrorism

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.

III. Duties, Responsibilities and Output Expectations

The exclusive purpose of this position is to provide additional support to the mandate of the UN Special Rapporteur on the promotion and protection of human rights and fundamental freedoms while countering terrorism. Within delegated authority, the JPO will be responsible for the following duties:



- Assists the mandate in monitoring the situation regarding one or several thematic phenomena related to counter-terrorism and human rights worldwide through analysis of incoming information from governments, IGOs, UN agencies, funds and programmes, as well as NGOs and individuals.
- Assists the Special Rapporteur on the promotion and protection of human rights and fundamental freedoms while countering terrorism in fact-finding missions, including preparation of the mission, drafting of mission reports and follow-up to implementation of recommendations.
- Provides support to the mandate holder in drafting annual reports to the Human Rights Council and the General Assembly, if applicable; following-up on implementation of decision rendered by policy-making organs.
- Prepares correspondence for the Special Rapporteur on the promotion and protection of human rights and fundamental freedoms while countering terrorism with governments, IGOs, UN agencies, funds and programmes, as well as NGOs and individuals.
- Drafts oral presentation for the annual reports, as well as other presentations on the mandate.
- Liaises with other OHCHR thematic and with geographic desk officers and with other human rights mechanisms.
- Liaises with representatives of governments, IGOs, UN agencies, funds and programmes, as well as NGOs and individuals in connection with the mandate.
- Undertakes research relating to the mandate of the Special Rapporteur on the promotion and protection of human rights and fundamental freedoms while countering terrorism.

IV. Qualifications and Experience

Education:

Advanced university degree (Master's degree or equivalent degree) in law, political science, international relations, social sciences or related field 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:

Minimum 2 years of relevant human rights related or United Nations experience.

Languages:

Fluency in English (oral and written), with good drafting ability is required. Knowledge of Russian or Arabic is desirable. Knowledge of another UN official language is an asset.

Other skills:

Knowledge on counter-terrorism and/or experience in the UN counter-terrorism architecture is an asset.

Legal research skills

UN competencies:

- **PROFESSIONALISM:** Knowledge of human rights issues and ability to identify related problems in their political, ethnic, racial, gender equality and socio-economic dimensions. Knowledge of institutional mandates of human rights organizations, prevailing policies and procedures. Research and analytical skills, including ability to identify and participate in the resolution of human rights issues. Ability to identify sources for data collection, research and analyse information and draft human rights reports. Ability to evaluate and integrate information from a variety of sources and assess impact on the human rights situation in the area of assignment. 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; and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.
- **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 AND 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.

V. Learning Elements

On completion of the assignment, the JPO will have had the opportunity to:

- Have deep dive and a specialization on the legal and political regulation of counter-terrorism; in-depth experience on a range of issues including human rights based approaches to terrorism financing, administrative measures and trial, the regulation of civic space, victims of terrorism, sanctions, return and rehabilitation of foreign fighters and their families, humanitarian exemptions, and use of force in counter-terrorism contexts.
- Aside from the New York based counter-terrorism entities, the mandate has ongoing engagement with other security bodies including the Financial Action Task Force, the Global Counter-Terrorism Forum, and Interpol. The mandate also engages directly with a range of States concerned with a human rights-based approach to these complex issues. The JPO will be able to engage at a working level with the entities and other bodies.
 - Deepen knowledge on human rights issues, the relevant human rights mechanisms and the practical implementation and mainstreaming of human rights in the MENA region;

In addition, the JPO will be able to:

- Draft comments on counter-terrorism, extremism and national security legislation making an assessment against the international obligations of States and provide, as applicable, recommendations.
 - Prepare written communications with the governments, international organizations and non-governmental organizations;
 - Give input and contribution to different UN documents, in particular Global Counter-Terrorism Coordination Compact.
 - Prepare country assessment and agenda for the Special Rapporteur's country visits.
 - Assess, analyse and prepare communications on violations of human rights in a counter-terrorism context.

VI. Background Information

Special Rapporteur on the promotion and protection of human rights and fundamental freedoms while countering terrorism

The Special Rapporteur on the promotion and protection of human rights and fundamental freedoms while countering terrorism is an independent expert appointed by the UN Human Rights Council. The mandate holder has been invited to gather, request, receive and exchange information on alleged violations of human rights and fundamental freedoms while countering terrorism, and to report regularly to the Human Rights Council and General Assembly about *inter alia* identified good policies and practices, as well as existing and emerging challenges and

present recommendations on ways and means to overcome them.

The Special Rapporteur is mandated:

- a) To make concrete recommendations on the promotion and protection of human rights and fundamental freedoms while countering terrorism, including, at the request of States, for the provision of advisory services or technical assistance on such matters;
- b) To gather, request, receive and exchange information and communications from and with all relevant sources, including Governments, the individuals concerned and their families, representatives and organizations, including through country visits, with the consent of the State concerned, on alleged violations of human rights and fundamental freedoms while countering terrorism;
- c) To integrate a gender perspective throughout the work of his/her mandate;
- d) To identify, exchange and promote best practices on measures to counter terrorism that respect human rights and fundamental freedoms;
- e) To work in close coordination with other relevant bodies and mechanisms of the United Nations, and in particular with other special procedures of the Council, in order to strengthen the work for the promotion and protection of human rights and fundamental freedoms while avoiding unnecessary duplication of efforts;
- f) To develop a regular dialogue and discuss possible areas of cooperation with Governments and all relevant actors, including relevant United Nations bodies, specialized agencies and programmes, with, inter alia, the Counter-Terrorism Committee of the Security Council, including its Executive Directorate, the Counter-Terrorism Implementation Task Force, the Office of the United Nations High Commissioner for Human Rights, the Terrorism Prevention Branch of the United Nations Office on Drugs and Crime and treaty bodies, as well as non-governmental organizations and other regional or subregional international institutions, while respecting the scope of his/her mandate and fully respecting the respective mandates of the above-mentioned bodies and with a view to avoiding duplication of effort;
- g) To report regularly to the Council and to the General Assembly.

Special Procedures of the Human Rights Council

The Special Rapporteur on the promotion and protection of human rights and fundamental freedoms while countering terrorism is part of the system of Special Procedures of the Human Rights Council which are independent human rights experts with mandates to report and advise on human rights from a thematic or country-specific perspective. The Special Procedures are a central element of the United Nations human rights machinery and covers all human rights: civil, cultural, economic, political, and social. As of 7 October 2020, there are 44 [thematic](#) and 11 [country](#) mandates.

With the support of the Office of the United Nations High Commissioner for Human Rights (OHCHR), in particular of the Special Procedures Branch, Special procedures undertake [country visits](#); act on individual cases and concerns of a broader, structural nature by sending [communications](#) to States and others in which they bring alleged violations or abuses to their attention; conduct thematic studies and convene [expert consultations](#), contribute to the development of international human rights standards, engage in advocacy, raise public awareness, and provide advice for technical cooperation. Special procedures [report annually](#) to the Human Rights Council; the majority of the mandates also [reports to the General Assembly](#). Their tasks are defined in the resolutions creating or extending their mandates.

Special Procedures Branch

The Branch coordinates thematic, fact-finding, policy and legal expertise, research and analysis, as well as administrative and logistical assistance to individual thematic Special Procedure mandate holders of the Human Rights Council (Special Rapporteurs, Special Representatives, Independent experts and working groups) -



Facilitates coordination among mandate holders and the collaboration of special procedures with the Human Rights Council, other human rights mechanisms, NGOs and other stakeholders. The Special Procedures Branch is headed by a Chief who is accountable to the Director of the Human Rights Council and Special Procedures Division.

Office of the United Nations High Commissioner for Human Rights (OHCHR)

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 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.