



**UNDG Strategy for the Deployment of Human Rights Advisers  
to Resident Coordinators and UN Country Teams**

**UNDG Human Rights Mainstreaming Mechanism**

**January 2012**

## **A. Background**

Deployment of Human Rights Advisers to UN country teams was one of the key commitments and contributions of OHCHR to UN agencies' work at country level under the Action 2 interagency plan of action adopted in 2003 to strengthen the capacity of UN country teams and national human rights protection systems. Accordingly, the Action 2 Global Programme (2004-2009) was set up to support the implementation of the interagency plan, which provided catalytic support to UN country teams by deploying Human Rights Advisers at the request of Resident Coordinators. A total of 10 HRAs were deployed with the initial funding of Action 2, supplemented by co-funding by the requesting UN country teams and/or OHCHR.

Preceding Action 2, OHCHR had deployed Human Rights Advisers on an ad hoc basis under varying circumstances, terms and modalities since early 1990s. During 2000 to 2006, more than 40 Human Rights Advisers were deployed to about 30 countries. In order to learn from this early experience of HRAs, OHCHR conducted a review in 2006 which recommended that OHCHR should work towards greater harmonization of HRA deployment with standard TOR, and ensure that certain preconditions are in place to facilitate the HRA's work.

Accordingly, generic TOR were developed and applied in all HRA deployments since 2007. The generic TOR were shared with the Action 2 interagency task force which agreed that all HRA deployments should be managed centrally by OHCHR in order to ensure adherence to quality standards as well as consistency in terms of reporting, policy guidance and substantive backstopping. This has contributed to a more coherent approach and support to RC/UNCTs requesting the services of HRAs, evidenced by consistently positive feedback from the field. The value and impact of HRAs' work have been reaffirmed by RC/UNCTs in various reviews and forums, including at the 2008 Special Consultation on Human Rights and Development convened jointly by the High Commissioner and UNDP Administrator, the 2008 Interagency Workshop on HRBA in the Context of UN Reform which took stock of lessons learned at the end of the Action 2 programme, and the 2010 meeting of the Delivering as One Resident Coordinators with the UNDG-HRM Co-Chairs.

The Secretary-General's Policy Decision on Human Rights and Development adopted in 2008 reaffirmed the value and outlined the standard features of HRAs' work, and asked OHCHR and UNDG to 'further define the roles of HRAs as well as a strategy and parameters for their deployment'.

## **B. Impacts and lessons learned from recent deployments**

The number of HRAs has steadily increased over the past years, with 18 HRAs deployed as of 30 June 2011. Following the 2006 OHCHR policy and standard TOR, these HRAs have been deployed at the request of RCs to support and advise RCs and UNCTs in mainstreaming human rights. Lessons learned from Action 2 programme demonstrate that the deployment of HRAs is one of the most effective tools for mainstreaming human rights and their services have been greatly valued by the RCs, UNCTs and national partners alike. A few examples of where the RC/UNCT achieved significant impact on human rights through the support from HRAs are highlighted below:

- In Albania, a HRA was deployed during 2009-10 under the Action 2 programme to support the integration of human rights in the Delivering as One piloting process, with particular focus on providing strategic advice on human rights-based social inclusion policies and programmes. The HRA worked with the UNCT in establishing a programme to support the ratification of the

Convention on the Rights of Persons with Disabilities, drafting of an Anti-Discrimination Law in compliance with UN and EC standards which was later adopted by Parliament, and in coordinating the visit of a Special Rapporteur and preparing a joint UNCT submission to the Migrant Workers Committee.

- In Moldova, the Human Rights Advisor leads an inter-agency theme group on Human Rights, Justice and Gender and also led one of the Working Groups tasked with drafting the new UN-Moldova Partnership Framework 2013-2017, ensuring that human rights are properly reflected and mainstreamed into the document, and into the reality of our current cooperation in Moldova. Supported by the HRA deployed since 2008, the UN country team assisted the Government in integrating human rights into health sector reform. Following discussions with the UN Resident Coordinator's office, the Ministry of Health established a Human Rights and Health Working Group to review existing law, policy and practices in the field of health with a view to assessing their compliance with international human rights law. The Working Group, actively supported by the HRA, UNDP, WHO, UNAIDS, UNICEF, UNFPA and IOM, partnered with the Government which acknowledged the need for human rights reforms in the health care system, and provided advice on amendments to relevant laws, policies and regulations. The HRA also assisted the Moldovan Centre for Human Rights regarding compliance with the Paris Principles, supported the Government in ratifying the Convention on the Rights of Persons with Disabilities, provided advice on a new draft bill on anti-discrimination and supported the UPR process.
- In Kenya, a HRA was deployed in 2008 following the post-election violence of December 2007. The HRA contributes to the human rights support that the UNCT provides to the national stakeholders. The HRA has provided technical expertise and advice on transitional justice process, especially with regard to the Truth, Justice and Reconciliation Commission as well as promoting the strategic partnership with the Kenya National Human Rights Commission. In 2011 the HRA coordinated support to the UNCT in helping to build capacities of national partners to apply a human rights approach in national budget and development planning processes.
- In Niger, through the HRA deployed in 2008 under the Action 2 programme, support was provided to help the strategic positioning of the UNCT in the wake of the coup d'état in February 2010. The HRA supported the UNCT and the Ministry of Justice in the UPR process, working closely with the Interdepartmental Committee established by the Ministry of Justice for this purpose. As a result of the UPR reporting process, the Government developed a follow-up Action Plan which may be an example of good practice to replicate in the subregion.
- In Rwanda, a HRA was deployed in 2007 under the Action 2 programme to support the Delivering as One process. Under the One UN programme of the UNCT, with the contribution of the HRA, technical and financial support on human rights was provided to Parliament, relevant Government ministries, the justice sector, human rights institutions and civil society.
- In Ecuador, with the support of the RC/UNCT and the HRA deployed since 2007, the National Secretariat for Planning and Development, in charge of elaborating a national development strategy, developed guidelines to integrate human rights into national development planning tools, as part of the follow up to the UPR process.

Several recent lessons from HRAs' deployment are highlighted below, which have generally echoed the findings from the 2006 review and indicate that the subsequent policy adopted since 2006 is generally on the right track:

- Deployment preparation: Requests for HRAs are normally initiated by RCs, followed by consultations between OHCHR and the RC/UNCT concerned to assess the nature of the requirements and identify necessary funding. This stage usually takes several months but could be made much shorter if there were interagency agreed TOR for HRAs and a pool of funding already available as well as a pool of qualified candidates already identified and trained. Assessment of country situations and strategic entry points for the HRA's deployment, as well as ensuring appropriate timing, are key. Strong commitment from RCs and UNCTs are critical factors for effective deployment. The enabling factors at the national level include the openness of the government and capacities of civil society and national institutions. RCs do not need prior host government approval of RCO staff. Nevertheless, prior to deployment, many RCs have undertaken consultations with national authorities to advise them on the nature and purpose of the HRA deployment. Coordinated communication with national counterparts and common messaging between OHCHR, the RC/UNCT and UNDG agencies can further enhance awareness of the role and value of HRAs.
- Better understanding of the scope of HRA's work: Generally speaking, the main focus of HRA's work is to advise the RC and work closely with the UNCT on capacity building and human rights mainstreaming. In addition to internal UN mainstreaming, almost all HRAs were requested to work with national partners to provide technical assistance and advice to the government and other national stakeholders on specific human rights issues (e.g. ESCR, administration of justice, human rights mainstreaming in development planning) and more general aspects of human rights (e.g. support to the UPR/TB/Special Procedures engagement). Some HRAs were deployed in response to specific human rights situations (e.g. post-conflict or disaster, reconciliation processes, etc.) and a few others encountered crisis situations during their deployment and were required to provide advice and support to RCs and UNCTs, acting as a liaison with OHCHR Headquarters and Regional Offices. This necessitates that the standard TOR for HRAs be sufficiently broad to cover all aspects of the RC's job description (i.e., advocacy, coordination of operational activities for development, humanitarian coordination, and security) as all of these have potential human rights implications. The TOR should also enable HRAs to support RCs in discharging their responsibilities under the July 2011 Policy Committee decision on the Human Rights Due Diligence Policy on UN support to non-UN security forces (HRDDP), which involves the establishment of human rights risk assessment systems and communication and reporting procedures on a number of specified matters concerning the UN's support to non-UN security forces in a wide range of national contexts.
- Recruitment: Since 2006 all HRA recruitment has been centralized in OHCHR. In each HRA recruitment, OHCHR follows standard UN rules and procedures, and invites RCs and/or designated UNCT representatives to participate in the selection process. This has reaped significant benefits, allowing a higher level of quality control from OHCHR while ensuring ownership by RCs/UNCTs. At the same time, in some cases difficulties were encountered due to the lack of qualified candidates. In view of the limited availability of candidates with the necessary skills and background to serve as HRAs, OHCHR and UNDG should consider measures to facilitate future recruitments such as establishing an interagency roster and system of staff deployment and mobility, and training programme for potential candidates.

- Reporting lines: In accordance with the 2006 TORs and the 2008 Policy Decision, all HRAs have RCs as the first reporting officer and OHCHR HQ (Director of Field Operations or designate) as the second reporting officer. This is also reflected in the performance appraisal system, for which the HRAs will use the UN secretariat system as applicable to OHCHR staff. Problems have arisen in the past when UNCTs and OHCHR HQ have had competing expectations of HRAs, and when adequate support was not extended by either or both parties. In addressing these issues, it would be necessary to strengthen the accountability and communication between RCs as the first reporting officer and OHCHR as the second reporting officer. Having an annual work plan of results to be achieved by the RC/UNCT with clear indications of inputs from the HRA, RC, UNCT and OHCHR would help to address this issue.
- Status of HRAs: There have been conflicting expectations and practices concerning the extent to which the HRA may represent the High Commissioner, as well as the capacity in which HRAs participate in internal (UNCT) and external meetings. Some HRAs have not had access to internal UNCT meetings. Accordingly, there needs to be a common baseline on the status of HRAs: HRAs are OHCHR staff outposted to the RC Office in the country concerned at the request of the RC/UNCT. They are not accredited representatives of OHCHR to the Government, but are advisers to the Resident Coordinator and the UN country team as part of the RC Office staff. This should be clearly and consistently applied in all HRA deployments to avoid confusion. Internally within the UNCT, the HRA should be regarded as an advisor and technical resource to the whole UNCT and the RC is encouraged to invite HRA in relevant UNCT meetings in the context of his/her functions to advise UNCT on human rights and to mainstream human rights in its programmes. The HRA should maintain direct contact with national actors including civil society, under the close guidance of the RC and OHCHR, and advise national authorities where requested and appropriate.
- Capacities of HRAs: RCs' offices are often under-resourced. In many situations, particularly in large and complex countries, a single HRA – no matter how well qualified – may not be able to deliver on the expectations of the RCs and UNCTs and, as appropriate, national partners' expectations. Where HRA deployments have been accompanied by dedicated national support staff, as is the case in Ecuador for example, the results have improved correspondingly. Depending on country contexts and demand, future HRA deployments will need to take into consideration the need for additional local support beyond the necessary administrative support provided by the host RCO/UNCT.

### **C. Proposed strategy for HRA deployment**

HRAs are one among several possible modes of support for mainstreaming and human rights capacity building at the country level. These officers, working within UN country teams, play a supportive and capacity development role in furthering the integration of human rights into the UN's work at country level, and in facilitating linkages between the normative work of the UN system on human rights<sup>1</sup> and the operational work of the UN system in development and other areas.

Recently, UNCTs have stressed the need for support by Human Rights Advisers in the context of the UPR process, in connection with the national reporting process as well as supporting follow-up to the recommendations made during the 1<sup>st</sup> cycle of reviews. Effective and coherent follow-up to the recommendations of the human rights mechanisms requires a system-wide approach and increased UN capacity at national and regional levels. The UNCT needs assessment survey undertaken by the

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<sup>1</sup> This includes norms and standards of relevant international instruments of specialized agencies.

HRM in 2011 confirmed high expectations by RCs and UNCTs for HRM support, through a range of possible modalities including HRAs.

At the same time, being an adviser to the Resident Coordinator who has a range of functions including as Humanitarian Coordinator (HC) and DSS, HRAs are expected to provide advice and support from human rights perspectives on development and humanitarian challenges that Resident/Humanitarian Coordinators face. Indeed, some HRAs have been deployed specifically in the context of post-disaster or crisis situations. RCs and HCs are almost invariably the same person in practice. RCs also have human rights responsibilities under the 2011 Policy Committee decision on the HRDDP, which may require HRA support.

During the last two years since the closure of Action 2 programme, there has been a particular increase in requests by RCs and UNCTs to OHCHR for the deployment of HRAs. During the first half of 2011 alone, OHCHR had received 10 requests from Resident Coordinators for HRA deployment, in addition to the 18 HRAs already in place. OHCHR has not been able to address the majority of these requests due to budgetary constraints.

In order to meet this increasing demand from UNCTs, the following steps are proposed as elements of UNDG-wide strategy to enhance the HRA deployment and support:

### **1. *Setting a global framework for the modality of HRA deployment***

- Issuing guidance including the standard TOR (attached) endorsed by UNDG-HRM to be used and followed by RCs/UNCTs in all deployments. Based on the standard TOR, the RC/UNCT and OHCHR should jointly develop an annual work plan for the HRA, defining work priorities taking into account the needs of the UNCT and national partners, as well as agreed performance indicators. With regard to reporting lines, the SG's Policy Decision has defined that HRAs will have a first reporting line to the RC and a secondary reporting line to the High Commissioner for Human Rights for guidance and functional support.
- Clear accountability and communication between the RC (as first reporting officer) and OHCHR (as second reporting officer) on overall results to be achieved. In this context, the nature of guidance and support to be provided by both the RC/UNCT and OHCHR could be further clarified as follows:
  - The RC (on behalf of UNCT) as the first reporting officer will provide day-to-day guidance and support, including on the UNCT priorities and operations, as well as relations with government, civil society, media and other national stakeholders. As appropriate in the country context, the RC is encouraged to invite the HRA to relevant meetings of the UNCT as an ex-officio member of the UNCT to advise them on human rights related matters, including conveying the views and positions of OHCHR on issues at hand, where requested.
  - OHCHR as the second reporting officer will provide substantive guidance and functional support on human rights to ensure that the advice and support provided by HRAs are in line with relevant UN policies and international standards on human rights.
  - Through the UNDG-HRM, HRAs should also receive guidance, training and support on available policies, tools and methodologies on HRBA to development programming.

### **2. *Defining roles and responsibilities of OHCHR and UNDG-HRM to enhance support to the HRA deployment***

OHCHR has the overall responsibility and oversight for the deployment of HRAs to RCs and UNCTs globally. All deployments will continue to be managed in OHCHR, including those that will be funded from the UNDG-HRM MDTF and/or co-funded by UNCTs.

OHCHR presently ensures that HRAs receive necessary substantive support and backstopping as well as access to expertise, tools and information available within OHCHR. OHCHR also organizes pre-deployment briefings and in-service trainings on HRBA, humanitarian action and other HR topics. OHCHR will continue to do so.

Since the work of HRAs is focused on mainstreaming human rights into UNCT's work, a broad range of issues (development, humanitarian, etc.) should be included in HRAs' induction and orientation, as well as continued guidance and support from the UNDG member agencies under the framework of UNDG-HRM, including on programming aspects of HRAs' work as well as on relevant instruments and monitoring mechanisms of specialized agencies. The UNDG-HRM should compile guidance documents and contribute to training and support to HRAs.

While HRAs deployed by OHCHR serve the RCs and the UNCT, individual UN agencies may deploy technical advisers with similar titles at regional and country levels in support of their own programming. In such situations, the HRM should discuss modalities for coordination, rationalization and division of work, and develop any necessary guidance to RC/UNCT.

### **3. Criteria for the HRA deployment**

The request for deployment of an HRA is initiated by the RC on behalf of the UNCT. Following such a request, OHCHR will undertake a needs assessment and consultations with RC/UNCT with a view to determining the feasibility of HRA deployment.

As the deployment of HRA represents an important investment and given the financial limitation, not all requesting RC/UNCTs would be able to benefit from such in-country capacity. Thus the following criteria should be taken into account when deciding to deploy an HRA:

- **Favourable national environment and strategic opportunities** for the UN system to support national partners is key. A conducive national environment is key for the effectiveness of the HRA in supporting the work of the RC/UNCT on human rights issues, including mainstreaming and national dialogues and awareness-raising. UNDAF roll-out process and entry points for programming including UPR follow-ups and national requests offer strategic opportunities for UNCT engagement, the impact of which could be enhanced by the HRA deployment. Prior to the HRA deployment, the RC needs to sensitize the Government on the scope of the HRA's work with a view to ensuring the transparency and understanding vis-à-vis national partners.
- **Specific country context and needs** When considering an HRA deployment, the overall country context, needs and priorities with regard to human rights need to be taken into account, along with the capacity needs of the UNCT and their national partners and added value the UN system/HRA could bring vis-à-vis other national and international actors active in the country in addressing priority human rights gaps, as well as existing capacity for support at regional level.
- **Full commitment from RC and UNCT** A clear commitment is needed from the RC/UNCT to work on human rights mainstreaming and capacity building, and to provide adequate support for the HRA to function effectively.

#### **4. *Developing additional options for RC/UNCT to access HR/HRBA expertise to complement and support HRA deployment***

The recent UNCT Survey results have shown that human rights contexts in which UNCTs operate varies greatly across regions. This underscores the importance of region-centred approach in providing support to UNCTs to complement in-country HRA deployment which can be contextually relevant, cost-efficient, flexible and timely.

From the past experience, it is also evident that the needs of UNCTs vary, some of which could be better addressed through other type of support, such as short-term missions from regional offices and other specific expertise. Even where HRAs are deployed, it would be important that HRAs and UNCTs would have better access to more specialized expertise required to meet the specific needs of the country, working with existing regional mechanisms.

Thus it is proposed that the following type of support be developed under the HRM to complement the HRA deployment and to support the Regional undg Teams:

- a) Strengthened regional capacity for HRBA programming support (4 regional advisers by 2013, subject to funding availability).
- b) Interagency roster of experts will be developed and made functional, with funding attached to facilitate technical missions to UNCTs. An additional roster of external experts (vetted by HRM) will also be developed.
- c) Establishment of a 'Surge' system to respond to most urgent needs and imminent situations, on a case-by-case basis.

#### **5. *Mobilizing resources for the HRA deployment***

Since human rights is one of the three pillars of the United Nations, along with development and peace and security, the long-term strategic vision is that human rights should become an integral part of all UN operations in every country. All UNCTs should therefore be equipped to help national partners fulfil their human rights commitments and have access to all appropriate support modalities from the UN system. Particularly in countries where OHCHR does not have field presences, RCs/UNCTs should be able to request additional support and capacities, optimally through an HRA, and/or regional support mechanisms.

A Multi-donor Trust Fund has been established under the undg-HRM to respond to country needs and to support the implementation of the undg-HRM workplan. At country level, HRAs can make significant contributions to RCs and UNCTs in supporting national partners to implement their human rights commitments and achieve better development results. As HRAs are common resources for the RCs/UNCTs, joint resource mobilization and cost-sharing are proposed to further enhance and sustain their deployments.

Taking into account the strategic value of HRA deployment, the following targets are proposed for the deployment strategy under the undg-HRM during 2012-13:

- a) Deployment of 20 new HRAs by the end of 2013. The MDTF will be used to fund new requests for HRA deployment on a decreasing scale, allowing time for the UNCT to cost-share and eventually fully finance the post. The standard operating assumption is that the MDTF will cover 100% in the first year and 50% in the second year, with UNCT bearing the full cost of HRA

operation by the third year, subject to specific UNCT context and possibilities. The expected resource requirement: up to US\$ 5 million per year.

- b) Providing contingency support to current HRA deployments where UNCTs request additional funding. Experience has shown that, while an increasing number of UNCTs have been able to cost-share the HRA deployment, many UNCTs encounter funding gaps and difficulties from time to time. It is therefore proposed to set aside pool of funds earmarked for contingency support to such UNCTs on a case by case basis, which could also be used to cover critical programme activities by HRAs (e.g. training, needs assessment etc). The expected resource requirement: US\$ 1 million per year.
- c) Deployment of up to 4 advisers at regional level by the end of 2012, as appropriate in the regional context and taking into account the OHCHR Regional Offices' overall responsibilities to provide support and advice on human rights matters to countries and regional settings under their coverage. As a follow-up to the UNCT Survey, the HRM Co-Chairs should request Regional UNDG Teams to develop a regional strategy to strengthen regional capacity to support HRBA/mainstreaming work in the region. Such a strategy may contain requests for deployment of a human rights regional advisor and/or funding support for catalytic interagency activities at regional level. If such an adviser is requested, s/he will work in close coordination with the OHCHR Regional Representative and under the guidance of the UNDG team with the other UN agencies and the UNDG Secretariat. Furthermore, s/he will contribute to the Regional UNDG Teams' core functions to provide coherent and timely technical support (through expert knowledge in human rights law and related tools available) to RCs and UNCTs, and on quality assurance of UNDAFs/UN Programming through the QSA mechanism. The proposal should clearly define the level/function, location and reporting arrangements with OHCHR and the Regional UNDG Team as appropriate in the specific regional context. Upon endorsement by the Regional UNDG Team, the proposal will be submitted for funding consideration by the UNDG-HRM MDTF Steering Committee. The expected resource requirement is US\$ 1 million per year.
- d) Global training and knowledge sharing activities for HRAs under the UNDG-HRM, including annual global or regional meetings combined with training/KM activities and setting up of an interagency roster. The expected resource requirement: US\$ 300,000 per year.

	2012	2013
Deployment of in-country HRAs (*Figures do not include potential cost-sharing by UNCTs)	10 HRAs x US\$ 250,000 = US\$ 2,500,000	20 HRAs x US\$ 250,000 = US\$ 5,000,000
Contingency support to current HRAs	US\$ 1,000,000	US\$ 1,000,000
Deployment of regional advisers <sup>2</sup>	4 Regional advisers x US\$ 250,000 = US\$ 1,000,000	4 Regional advisers x US\$ 250,000 = US\$ 1,000,000
Global training and knowledge sharing activities for HRAs	US\$ 300,000	US\$ 300,000
TOTAL	US\$ 4,800,000	US\$ 7,300,000

<sup>2</sup> Other aspects of regional support and alternative options, including roster of experts, will be included in a separate HRM strategy for regional support.

## **ANNEX**

### **Human Rights Adviser to the UN Resident Coordinator/Country Team**

#### **Standard Terms of Reference**

<b><u>Post title:</u></b>	Human Rights Adviser to RC/UNCT
<b><u>Organizational Unit:</u></b>	RCO (on loan/secondment from OHCHR)
<b><u>Post level:</u></b>	P-5 (to be determined according to country context)

#### **Organizational context**

As stated in Article 1 of the Charter, encouraging respect for human rights is one of the main purposes and founding principles of the UN. All UN agencies, funds and programmes are governed by the Charter and further guided by the 2005 World Summit Outcome to which supported the further mainstreaming of human rights throughout the UN system.

In this context, the Resident Coordinator is responsible for:

- Coordinating the work of the UNCT in mainstreaming human rights into operational activities for development;
- Promoting international human rights standards and principles and advocating for human rights as a common UN value in dialogue and interactions with national actors. The Resident Coordinator should not undertake human rights monitoring, investigation or casework;
- Facilitating access to knowledge and expertise on human rights available within the UN system;
- Ensuring, at the request of government, a coordinated UN approach, in accordance with relevant mandates of the UN Funds, Programmes and Agencies, to building national capacity to implement human rights and other universal UN norms and standards to which the government has committed itself.

To support the above role of the Resident Coordinator with regard to human rights, Human Rights Advisers (HRA) are deployed by the Office of the High Commissioner for Human Rights (OHCHR) at the request of the Resident Coordinator in a limited number of countries. As part of the RC Office, the HRAs will work closely with UNCTs on capacity building and mainstreaming human rights in their work, and support national authorities upon request.

The HRA reports to the RC as the first reporting officer, and to the High Commissioner or a designated senior manager at OHCHR as the second reporting officer for functional support and guidance. The HRA is considered as a technical resource and adviser to the whole UNCT. Although not an accredited representative of OHCHR, the HRA is expected to participate in relevant UNCT meetings where he/she may be requested to convey the views and advice of OHCHR, with a view to integrating human rights in UNCT's work.

## **Functions / Key Results Expected**

### **1. Policy and programming advice**

- 1.1. Support the RC and the UNCT in integrating human rights into their programmes and activities, in particular the UNDAF and other key strategic planning tools, including by building UNCT capacities to apply a human rights-based approach to their programmes and activities, conducting situational assessments and a mapping of UNCT capacities and needs, facilitating country-level coordination through a theme group or other such mechanism and acting as a resource person in programme activities implemented by the UNCT.
- 1.2. Advise the RC and the UNCT in developing strategies and programmes to build and strengthen national capacities and institutions for the promotion and protection of human rights, based on assessment of national context, capacities and priorities.
- 1.3. Support the RC and the UNCT in promoting human rights as a common UN value and upholding international norms and standards through advocacy and awareness raising, while bearing in mind that the RC and the HRA do not have a public monitoring function.
- 1.4. Where applicable, advise on integrating human rights in the humanitarian response and post-crisis recovery under the direction of the RC/Humanitarian Coordinator, should a humanitarian emergency be declared in the country of assignment.

### **2. Facilitating engagement with UN human rights bodies**

- 2.1. Support the RC and UNCT in their engagement with international human rights mechanisms such as the Universal Periodic Review (UPR), Treaty Bodies and Special Procedures of the Human Rights Council, as well as those under relevant international instruments of specialized agencies, including by supporting the dissemination and sharing of information, coordinating or facilitating the UNCT's contributions and programmatic follow-up to the recommendations of these bodies, and helping the UNCT to provide timely and effective support to relevant country missions of Special Procedures mandate holders and other UN mechanisms.

### **3. Capacity building support**

- 3.1. Upon request, and under the guidance of Resident Coordinator, provide advice, training and technical assistance to the Government and other national stakeholders – including national human rights institutions and civil society – with a view to further catalysing coordinated UN responses to the strengthening of national capacity for the promotion and protection of human rights.
- 3.2. Facilitate the access by UNCT and, where requested, national partners, to specific expertise they require, including by drawing from resources and capacity available in Headquarters and Regional Offices of OHCHR and other UN agencies.

## **Qualifications and Experience**

Advanced university degree (Masters or equivalent) in human rights, international and public law, political science, international relations or other related field;

A minimum of ten years (P-5 level) of applied professional experience at the national or international level in the field of human rights, with development and/or humanitarian experience;

Specialist knowledge of the international human rights machinery and treaties;

Excellent knowledge of institutional mandates, policies and guidelines relating to the United Nations work in the area of human rights, operational activities for development, peace and security and humanitarian affairs;

Good knowledge of and experience in development programming;

Additional qualifications and experience, including on humanitarian action, as may be relevant to the specificities of the country context;

Advocacy, communication and networking skills;

Cultural and gender sensitivity;

Relevant language skills.