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Human Dimension Officer (S2)

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MOL - OSCE Mission to Moldova, Chisinau

Human Rights

MOL000045

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- Issued by: OSCE Mission to Moldova
- Requisition ID: MOL000045
- Contract Type: International Secondment
- Grade: S2
- Job Level: Senior Professional
- Job Type: Seconded
- Number of posts: 1
- Location: MOL - OSCE Mission to Moldova, Chisinau
- Issue Date: Jul 18, 2023
- Closing Date: Aug 29, 2023
- Employee Status: Fixed Term
- Schedule: Full-time
- Education Level: Bachelor's Degree (First-level university degree or equivalent)
- Job Field: Human Rights
- Target Start Date: As soon as possible

General Minimum Requirements

The general minimum requirements for working with the OSCE are:

- Excellent physical condition
- Possession of a valid automobile driving license and ability to drive using

manual transmission

- Ability to cope with physical hardship and willingness to work extra hours and in an environment with limited infrastructure

Field of Expertise Requirements

The general minimum requirements for working in this field of expertise are:

- Experience working with human rights, minority or gender issues
- Experience working on human rights issues, including anti-trafficking, gender equality, rights of national minorities and vulnerable people and/or children's issues
- Demonstrable organizational, analytical, communication, and interpersonal skills
- Experience in managing projects and staff and in drafting reports

Level of Professional Competence Requirements

Furthermore, this level of responsibility requires the following:

Education:

First-level university degree in a relevant field, such as social science, psychology, law, international human rights, gender studies or other human rights related field

Experience:

Minimum 6 years of relevant professional experience

Mission Specific Requirements

Additionally, this particular post has specific requirements:

Mandatory:

- Demonstrated international field work experience in human rights, including specific experience for instance in antitrafficking, gender equality, the rights of national minorities and/or children's issues;
- Familiarity with international and regional human rights treaties, jurisprudence and best practices, including in those areas relating to human trafficking, gender equality, the rights of national minorities and/or children's issues;
- Experience in project management, including the designing, implementation, monitoring and evaluation of projects;
- Strong analytical, problem-solving, advocacy, diplomacy and mediation/facilitation skills;
- Demonstrated ability to establish and maintain a broad network of contacts with governmental agencies, civil society, academia and

international partners to consolidate co-ordination and co-operation;

- Professional fluency in the English language and ability to draft and edit documents clearly and concisely;
- Working knowledge of Russian language, including the ability to conduct substantive business;
- Demonstrated ability and willingness to work both as a member of a team and to lead a small team of people from different cultural, religious and linguistic backgrounds, different genders, and diverse political and social views, while maintaining impartiality and objectivity;
- Flexibility and ability to work independently and under pressure, and within close deadlines;
- Demonstrated gender awareness and sensitivity, and an ability to integrate a gender perspective into tasks and activities;
- Ability and willingness to work as a member of team, with people of different cultural, and religious backgrounds, different gender, and diverse political views, while maintaining impartiality and objectivity;
- Computer literate with practical experience using Microsoft applications.

Desirable:

- Knowledge of the regional political and social situation, and the legal system of the Mission area;
- Experience in participating in press and public events, including launches of activities in the media and press interviews;
- Working knowledge of the Romanian language.

Tasks and Responsibilities

Under the direction and supervision of the Human Rights Programme Manager and in close co-operation with the Deputy Head of Mission and Head of Mission, the Human Dimension Officer is primarily responsible for the general areas of human security, democratization and human rights. This includes:

1. Implementing activities related to human rights, including rights of national minorities, preventing and combating trafficking in human beings, preventing and combating domestic and gender-based violence, promoting gender equality and women's rights, and enhancing identification, protection and assistance to victims and vulnerable persons;
2. Project Management: designing, implementing and monitoring Programmatic Activities in the field of Human Dimension;
3. Supporting the Mission's senior and middle management to mainstream a gender perspective into the Mission's all programmes and activities. Promoting and reporting on the implementation of key OSCE human dimension commitments, including the OSCE Action Plan to Combat Trafficking in Human Beings, the OSCE Action Plan for the Promotion of Gender Equality and other relevant OSCE action plans and decisions;
4. Monitoring the situation in the country vis-à-vis human rights issues, including rights of persons belonging to national minorities, human

trafficking, gender equality, and all forms of discrimination, with a view to offering advice and recommendations to the relevant actors within

governmental institutions to enhance the promotion and protection of European and international human rights standards;

5. Building relationships with relevant representatives of the Government, parliament, other state agencies, regional and local authorities, representatives from the authorities on the left bank of the Dniester/Nistru River, embassies, international organizations, civil society, media and donors in order to represent the Mission on human rights topics, including on anti-trafficking, domestic and gender-based violence, gender equality and addressing the needs of vulnerable persons;
6. Leading and facilitating technical and international co-ordination efforts of the actors working on national minorities, anti-trafficking and gender equality actors in Moldova;
7. Participating in thematic Working Groups as part of the settlement process and in accordance with the Mission's Standard Operating Procedures;
8. Overseeing the work of up to two local Mission members and co-ordinating the work of one local Mission member;
9. Co-ordinating and liaising with other Mission members, the Office of the High Commissioner on National Minorities (HCNM), the Office for Democratic Institutions and Human Rights (ODIHR), the Secretariat's Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings, the Gender Section and other OSCE Executive Structures and Independent Institutions as required;
10. Facilitating the review and response of individual complaints according to the Mission's Standard Operating Procedures;
11. Participating in the Joint Control Commission meetings and monitoring visits to the Security Zone as required;
12. Performing other tasks as assigned and required.

For more detailed information on the structure and work of the OSCE Mission to Moldova, please see: <http://www.osce.org/mission-to-moldova>

The OSCE is committed to diversity and inclusion within its workforce, and encourages the nomination of qualified female and male candidates from all national, religious, ethnic and social backgrounds. Please note that nationals or permanent residents of the country of the duty station are not eligible to apply.

The OSCE retains the discretion to re-advertise/re-post the vacancy, to cancel the recruitment, to offer an appointment with a modified job description or for a different duration.

Candidates should be aware that OSCE officials shall conduct themselves at all times in a manner befitting the status of an international civil servant. This includes avoiding any action which

may adversely reflect on the integrity, independence and impartiality of their position and function as officials of the OSCE. The OSCE is committed to applying the highest ethical standards in carrying out its mandate. For more information on the values set out in OSCE Competency Model, please see <https://jobs.osce.org/resources/document/our-competency-model>.

Candidates should, prior to applying, verify with their respective nominating authority to which extent financial remuneration and/or benefit packages will be offered.

Please apply to your relevant authorities well in advance of the deadline expiration to ensure timely processing of your application. Delayed nominations will not be considered. The OSCE can only process Secondment applications that have been nominated by participating States. For queries relating to your application, please refer to the respective delegation as listed here: <https://www.osce.org/contacts/delegations>.