

United Nations Associate Experts Programme



TERMS OF REFERENCE

Associate Expert (JPO)

INT-170-16-P133

I. General Information

Title:

Associate Expert in Sexual Violence in Conflict (Africa)

Sector of Assignment:

Sexual Violence in Conflict

Organization/Office:

Team of Experts on the Rule of Law / Sexual Violence in Conflict (Team of Experts), Office of the Special Representative of the Secretary-General on Sexual Violence in Conflict

Duty Station:

New York, USA

[Non-Family Duty Station: yes ☐ / no X]

Date Required:

As soon as possible

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

Direct Supervision by:

Team Leader of the Team of Experts, Office of the SRSG on Sexual Violence in Conflict

Content and methodology of supervision:

Establishment of a Work Plan: During the first month of the assignment, the Associate Expert 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 Associate Expert and his/her supervisor

Evaluation: The United Nations Performance Evaluation System (e-performance) will serve as a primary platform to evaluate of the Associate Expert's performance. The system is based on an agreed work plan and regular performance discussions as well as bi-annual performance reviews.

The Associate Expert will be part of the Team of Experts assigned to support the Team of Experts in addressing its mandate to strengthen national institutions to fight impunity for conflict-related sexual violence. . The Associate Expert will work under the Team Leader, who will ensure constant mentoring of the Associate Expert. Regular reviews of agreed objectives, working arrangements and performance will be ensured.

III. Duties, Responsibilities and Output Expectations

The Associate Expert will:

- Monitor assigned country files and backstop the implementation of the work of the Team of Experts in these countries;
- Draft background notes, reports and talking points on these countries for the Team Leader of the Team of Experts and senior staff; draft external communication for the Team Leader of the Team of Experts ;
- Contribute to the preparation of and participation in field missions conducted by the Team of Experts;
- Contribute to the development of concept notes and guidelines related to the implementation of the mandate of the Team of Experts;
- Participate in the implementation of frameworks of cooperation with national governments and regional organisations; and
- Contribute to the planning processes related to the Team of Experts' objectives and results.

IV. Qualifications and Experience

Education:

An advanced university degree in political or social sciences, international relations or law, or related subject is required.

Work experience:

A minimum of 2 years work experience on/in a post-conflict environment, or work with an international or multilateral organization is required. Knowledge of and experience working in an African country would be desirable.

Languages:

Fluency in oral and written English and French is required.

UN competencies:

- Planning and organizing: Ability to develop clear goals that are consistent with agreed strategies, and to identify priority activities and assignments.
- Communication: Excellent drafting ability and communication skills, both oral and written; ability to prepare written reports that are clear, concise and meaningful.
- Teamwork: Good interpersonal skills; willingness to work in a multicultural, multiethnic environment. Ability to actively participate in team endeavors.

V. Learning Elements

The Associate Expert is expected to gain thorough knowledge of the general work of the Organization and its priority issues. He/she will work in a challenging, multi-tasking and multicultural environment dealing with a variety of time-sensitive activities and products. Opportunities for development of a full range of professional skills are frequent.

On completion of the assignment, the Associate Expert will have/be able to

- Reflect complex substantive or operational issues linked to sexual violence in concise reports.

- Understand matters related to peace and security, develop a knowledge of peacekeeping contexts, and practical experience of contributing substantively to reports, talking points, press releases, advocacy products and other documents on sexual violence and protection of civilians-related issues.
- Have an understanding of the dynamics linked to sexual violence in complex conflict and post-conflict situations, and formulate appropriate recommendations to achieve the goals of the organisation.
- Understand how to assist national institutions in strengthening their efforts to address accountability for sexual violence.
- Function in a multi-disciplinary team and a multi-cultural environment.

The Associate Expert will develop familiarity with matters related to peace and security, conflict and post-conflict contexts, knowledge of peacekeeping, and practical experience of contributing substantively to reports of the Secretary-General, most particularly on sexual violence and protection of civilians-related issues.

VI. Background Information

This position is located with the Team of Experts on the Rule of Law / Sexual Violence in Conflict, in the Office of the Special Representative of the Secretary-General on Sexual Violence in Conflict .

The Team of Experts on the Rule of Law / Sexual Violence in Conflict was established by Security Council resolution 1888 (2009) to assist governments in conflict and post-conflict situations by strengthening their capacity to address impunity for conflict-related sexual violence. The Team of Experts focuses on enhancing national efforts to address challenges regarding accountability for crimes of sexual violence.

The Office of the Special Representative of the Secretary-General on Sexual Violence in Conflict was created with a view to engaging with governments, including military and judicial representatives, as well as with parties to armed conflict in order to prevent and address sexual violence. In that context, prevention of sexual violence crimes, particularly by parties to conflicts, is an essential component of the efforts. The Office has implemented a six-point agenda which includes: ending impunity for perpetrators and seeking justice for victims; the protection and empowerment of civilians who face sexual violence in conflict, in particular, women and girls who are targeted disproportionately by this crime; mobilizing political leadership to address this issue; strengthening coordination and ensuring a more coherent response from the UN system; increasing recognition of rape as a tactic of war; and, finally, emphasizing national ownership, leadership and responsibility in the fight to put an end to this scourge. The Office also advocates for services for survivors, and for supporting SSR frameworks to ensure conflict-related sexual violence prevention through training and improvement of operating doctrines.