The United Nations Volunteers (UNV) programme is the UN organization that promotes volunteerism to support peace and development worldwide. Volunteerism can transform the pace and nature of development and it benefits both society at large and the individual volunteer. UNV contributes to peace and development by advocating for volunteerism globally, encouraging partners to integrate volunteerism into development programming, and mobilizing volunteers. In most cultures, volunteerism is deeply embedded in long-established, ancient traditions of sharing and support within the communities. In this context, UN Volunteers take part in various forms of volunteerism and play a role in development and peace together with co-workers, host agencies, and local communities. In all assignments, UN Volunteers promote volunteerism through their action and conduct. Engaging in volunteer activity can effectively and positively enrich their understanding of local and social realities, as well as create a bridge between themselves and the people in their host community. This will make the time they spend as UN Volunteers even more rewarding and productive.

General Information

<table>
<thead>
<tr>
<th>Country of Assignment</th>
<th>Rwanda</th>
</tr>
</thead>
<tbody>
<tr>
<td>Host Institute</td>
<td>UN Office of the High Commissioner for Human Rights</td>
</tr>
<tr>
<td>Volunteer Category</td>
<td>International Specialist</td>
</tr>
<tr>
<td>Number of Volunteer</td>
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<tr>
<td>Duration</td>
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<tr>
<td>Possibility of Extension</td>
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<tr>
<td>Expected Starting Date</td>
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</tr>
<tr>
<td>Duty Station</td>
<td>Kigali [RWA]</td>
</tr>
<tr>
<td>Assignment Place</td>
<td>Family Duty Station</td>
</tr>
</tbody>
</table>

Living Conditions

The Republic of Rwanda is a landlocked country in the Great Lakes region of east-central Africa, bordered by Uganda, Burundi, the Democratic Republic of Congo, and Tanzania. With almost 12 million people, Rwanda supports the densest population in continental Africa—most of whom engage in subsistence agriculture. Rwanda is a verdant country of fertile and hilly terrain and bears the title "Land of a Thousand Hills".

The country has received considerable international attention due to its 1994 genocide, in which between 800,000 and one million people were killed. In 2008, Rwanda became the first country in history to elect a national legislature in which many members were women. Good governance, productive and market-oriented agriculture, and regional and international economic integration are three of the six pillars of the Rwanda’s long-term Vision 2020.

The country now has many international visitors and is regarded as a safer place for tourists. Its economy is booming, and Rwanda is
Assignment Details

Assignment Title: Human Rights Officer

Organizational Context & Project Description

A Senior Human Rights Advisor (SHRA) to the Resident Coordinator and the United Nations Country Team (UNCT) was deployed since 2007. The SHRA is responsible to advise and act as a source of human rights expertise for the UNCT for Rwanda in the mainstreaming of human rights, including gender issues, into the activities of the UNCT. The SHRA also advises the Government, national human rights institutions and the civil society on how best to promote human rights normative values; enhance legal frameworks and judicial capacity to take into account international human rights principles and develop the national capacity of protection machinery, including its ability to meet international obligations.

During the UNDAP II period (2018 – 2023), the UN Rwanda implements, through the Senior Human Rights Advisor’s Unit, a strategy aimed at ensuring that human rights are mainstreamed throughout its activities, and in particular in the rolling out and implementation of the UNDAP. This strategy also ensures that the implementation of the Sustainable Development Goals (SDGs) is comprehensive and coherent, and addresses in particular the need to provide inclusive and participatory mechanisms aimed at fully complying with the Leave No One Behind (LNOB) principle.

To achieve this, the UN Rwanda applies in a very comprehensive way the Human Rights-Based Approach (HRBA) to Development in all its programmes.

The intervention of the One-UN Rwanda in the area of human rights therefore seeks to develop the capacities of both the UN and its agencies as well as national partners, including the Central Government and non-Governmental entities.

The proposed One-UN Rwanda strategies in the domain of human rights include: supporting implementation of international human rights treaties and mechanisms and national reporting; providing specialized technical support for Rwandan institutions working in the domain of human rights; supporting the development of human rights legislation anchored in human rights in Rwanda; public sensitization and awareness on human rights; incorporation of HRBA in all development work in Rwanda; and mainstreaming human rights in the implementation of UNDAP and SDGs.

To strengthen the integration of human rights in its programmes and policies on the support to the government, the UNCT established in June 2020 an Interagency Working Group called “One-UN Rwanda Human Rights Task Force” (HRTF). Chaired by the Senior Human Rights Advisor. The HRTF is a support lever to the UNCT in its efforts towards strengthening human rights programming and concerted efforts in the country. This empowers the UN itself to provide better expertise to support the Rwandan institutions, while at the same time building the capacity of the institutions themselves to integrate human rights in their mandates and operations.

Since recently, the HRTF has been focusing on advising the UNCT and national partners on the implementation of the recommendations formulated to Rwanda by the Human Rights Council during its third review by the working group on Universal Periodic Review (UPR) in January 2021. The recommendations accepted by the Government of Rwanda offers to UNCT and its partners an opportunity for reinforcement of their cooperation with the country in human rights domain.

Moreover, the Senior Human Rights Advisor’s Unit is supporting the national human rights commission and its partners in strengthening their capacities in business and human rights. Some of intergovernmental organizations including the Swiss
Qualifications/Requirements

Task description

Within the delegated authority and under the supervision of the Senior Human Rights Advisor, the UN Volunteer will undertake the following tasks:

- Support the SHRA in elaborating different projects and mobilization of funds aimed to strengthening the capacities of the SHRA’s Unit;
- Work in close cooperation with the Results Groups (RGs) – bodies which are part of the management structure of the One UN in Rwanda – in the mainstreaming of human rights including gender issues, into the activities of the UNCT;
- Support the HRA with the aim of supporting the integration of human rights into national policies;
- Support the SHRA in mainstreaming of human rights and gender in the review of UNDAP and CCA;
- Assist the SHRA in planning, implementing, and evaluating trainings and human rights promotion activities in cooperation with the government, national institutions, NGOs and the UNCT;
- Support the SHRA in the coordination of the One-UN Human Rights Task Force;
- Support the SHRA’s Unit in the organization of training workshops and human rights days;
- Participate in inter-agencies’ meetings on behalf of the SHRA’s Unit;
- Perform other related duties as required by the SHRA.

Furthermore, UN Volunteers are required to:- Strengthen their knowledge and understanding of the concept of volunteerism by reading relevant UNV and external publications and take active part in UNV activities (for instance in events that mark International Volunteer Day)- Be acquainted with and build on traditional and/or local forms of volunteerism in the host country- Provide annual and end of assignment reports on UN Volunteer actions, results and opportunities using UNV’s Volunteer Reporting Application- Contribute articles/write-ups on field experiences and submit them for UNV publications/websites, newsletters, press releases, etc.- Assist with the UNV Buddy Programme for newly-arrived UN Volunteers- Promote or advise local groups in the use of online volunteering, or encourage relevant local individuals and organizations to use the UNV Online Volunteering service whenever technically possible.

Results/Expected Outputs

- Different projects and mobilization of funds aimed to strengthening the capacities of the SHRA’s Unit are elaborated;
- Human rights including gender issues are mainstreamed into UNCT activities through Result Groups (RGs);
- Support to the HRA in integrating human rights into national policies is provided;
- Assistance is provided to the SHRA in planning, implementing, and evaluating trainings and human rights promotion activities in cooperation with the government, national institutions, NGOs and the UNCT;
- Support in the coordination of the One-UN Human Rights Task Force is provided;
- Activities of the One-UN Human Rights Task Force (HRTF) are well coordinated.
- UNDAP/Results Groups activities are monitored;
- Trainings and workshops on human rights and celebration of Human Rights Day activities are well organized.

• The development of capacity through coaching, mentoring and formal on-the-job training, when working with (including supervising) national staff or (non-) governmental counter-parts, including Implementing Partners (IPs); • Age, Gender and Diversity (AGD) perspective is systematically applied, integrated and documented in all activities throughout the assignment • A final statement of achievements towards volunteerism for peace and development during the assignment, such as reporting on the number of volunteers mobilized, activities participated in and capacities developed

Required Degree Level

Master degree or equivalent

Education - Additional Comments

Development Cooperation Agency and Danish Center for Human Rights have accepted to cooperate with the SHRA Unit in reinforcing the capacities of the NHRC and CSO and the Government (the Judiciary).
An advanced university degree (Master's degree or equivalent degree) in Law, Political Sciences, International Relations, Social Sciences, or in a related area.

**Required experience**  
24 months

**Experience Remark**
A minimum of two years of experience in human rights, political affairs, international relations, law or related area. Experience in human rights advocacy and capacity-building programmes is required.

**Language**
- English (Mandatory), Level - Fluent
- AND - French (Mandatory), Level - Working Knowledge

**Area of Expertise**
- Rule of law, judicial and national legal system reform Mandatory

**Area of Expertise Requirement**
Legal Affairs

**Need Driving Licence**  
No

**Competencies & Values**
- Accountability
- Adaptability and Flexibility
- Client Orientation
- Commitment and Motivation
- Commitment to Continuous Learning
- Communication
- Creativity
- Ethics and Values
- Integrity
- Knowledge Sharing
- Planning and Organizing
- Professionalism
- Respect for Diversity
- Self-Management
- Technological Awareness
- Working in Teams

**Conditions of Service and other information**

**Condition of Service**

Click here to view Conditions of Service

**Conditions of Service for International Specialist:**

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A. PO Box 200111, 53113 Bonn, Germany  
W. www.unv.org

We are inspiration in action

The United Nations Volunteers (UNV) programme is administered by the United Nations Development Programme (UNDP).

The rapidly changing nature of novel coronavirus COVID-19 has placed significant and increasing restrictions on the freedom of movement of people across the globe, within countries and across borders. Such restrictions make it very difficult for international UN Volunteers to begin their assignments at their assigned duty station and UNV cannot guarantee assignments will proceed as normal.

Candidates for international UN Volunteer assignments during this period may be exceptionally granted alternative working arrangements to work from their place of recruitment until restrictions are lifted. This is at the discretion of the host entity. Candidates proceeding to interview are recommended to discuss the likelihood of travel and possible alternative arrangements with the host entity. If selected, candidates should carefully consider the circumstances before accepting UNV’s offer.

In cases where the UN Host Entity partner has requested the UN Volunteer to perform their assignment remotely, the Post Adjustment Multiplier (PAM) and related entitlements to be paid may be adjusted to the temporary duty station from where the UN Volunteer has been requested to work if requested by the UN Host Entity.

The contract lasts for the period indicated above with possibility of extensions subject to availability of funding, operational necessity and satisfactory performance. However, there is no expectation of renewal of the assignment.

A UN Volunteer receives a Volunteer Living Allowance (VLA) which is composed of the Monthly Living Allowance (MLA) and a Family Allowance (FA) for those with dependents (maximum three).

The Volunteer Living Allowance (VLA) is paid at the end of each month to cover housing, utilities, transportation, communications and other basic needs. The VLA can be computed by applying the Post-Adjustment Multiplier (PAM) to the VLA base rate of US$ 1,682. The VLA base rate is a global rate across the world, while the PAM is duty station/country-specific and fluctuates on a monthly basis according to the cost of living. This method ensures that international UN Volunteers have comparable purchasing power at all duty stations irrespective of varying costs of living. The PAM is established by the International Civil Service Commission (ICSC) and is published at the beginning of every month on the ICSC website http://icsc.un.org.

For UN Volunteer entitlements, kindly refer to the link https://vmam.unv.org/calculator/entitlements

In non-family duty stations that belong to hardship categories D or E, as classified by the ICSC, international UN Volunteers receive a Well-Being Differential (WBD) on a monthly basis.

Furthermore, UN Volunteers are provided a settling-in-grant (SIG) at the start of the assignment (if the volunteer did not reside in the duty station for at least 6 months prior to taking up the assignment) and in the event of a permanent reassignment to another duty station.

UNV provides life, health, permanent disability insurances as well as assignment travel, annual leave, full integration in the UN security
framework (including residential security reimbursements).

UN Volunteers are paid Daily Subsistence Allowance at the UN rate for official travels, flight tickets for periodic home visit and for the final repatriation travel (if applicable). Resettlement allowance is paid for satisfactory service at the end of the assignment.

UNV will provide, together with the offer of assignment, a copy of the Conditions of Service, including Code of conduct, to the successful candidate.

**Supervision, induction and duty of care of UN Volunteers** (Roles and Responsibilities of Host Entity)

UN Volunteers should be provided equal duty of care as extended to all host entity personnel. Host entity support to the UN Volunteer includes, but is not limited to:

- Introductory briefings about the organisation and office-related context including security, emergency procedures, good cultural practice and orientation to the local environment;
- Support with arrival administration including setting-up of bank accounts, residence permit applications and completion of other official processes as required by the host government or host entity;
- Structured guidance, mentoring and coaching by a supervisor including a clear workplan and performance appraisal;
- Access to office space, equipment, IT support and any other systems and tools required to complete the objectives of the assignment including a host entity email address;
- Access to shared host entity corporate knowledge, training and learning;
- Inclusion of the volunteer in emergency procedures such as evacuations;
- Leave management;
- DSA for official travel, when applicable;
- All changes in the Description of Assignment occurring between recruitment and arrival or during the assignment need to be formalized with the United Nations Volunteer Programme;
- Investigate misconduct: sharing reports with the UNV;
- Provide emergency assistance, e.g. the death of volunteer or medical evacuation, in collaboration with UNV. Accept letters of guarantees or potential liabilities for covering medical costs not claimable under medical insurance in extraordinary situations (e.g. isolation facilities’ services during pandemics).

**Application Code**

RWAR000602-10173

**Application procedure**

* Not yet registered in the UNV Talent Pool?*

Please first register your profile at https://vmam.unv.org/candidate/signup. Important: After creating your account, complete all sections of your profile and submit it. Then go to ‘My Page’ https://vmam.unv.org/candidate/mypage and click on the ‘Special Calls’ hyperlink. Lastly, select the special call to which you would like to apply.
Already registered in the UNV Talent Pool?

Please first update your profile at https://vmam.unv.org/candidate/profile. Then go to ‘My Page’ at https://vmam.unv.org/candidate/mypage and click on the ‘Special Calls’ hyperlink to select the special call to which you would like to apply.

Application deadline: 09 August 2021

doa.apply_url

https://vmam.unv.org//candidate/show-doa//UIdBUjAwMDYwMg==

Disclaimer

United Nations Volunteers is an equal opportunity programme which welcomes applications from qualified professionals. We are committed to achieving diversity in terms of gender, nationality and culture.