

## Terms of Reference

**Job Title & Level:** Security Sector Reform Expert (equivalent to P4)

**Department/Office:** Office of the United Nations High Commissioner for Human Rights (OHCHR)

**Location:** Bogotá, Colombia

### **Organizational Setting and Reporting:**

This position is situated within the OHCHR in Bogotá, Colombia. The Expert reports to the Security Sector Reform Team Coordinator, with overall guidance from the Deputy Representative and the Representative.

### **Responsibilities:**

Within delegated authority, the Expert will be responsible for the following duties:

- Formulate and implement a working plan for the effective implementation of the Ministry of Defense of Colombia's Permanent Directive 13 of 2019. The focus will be on conducting a comprehensive analysis of human rights issues related to military and police activities, and identifying preventive measures, including gender issues.
- Facilitate the established working mechanism between OHCHR and the Ministry of Defense for periodic information exchange regarding alleged cases and situations of human rights violations by police and armed force members, ensuring timely and appropriate responses.
- Collaborate with the Security Sector Reform Team to develop an effective advocacy strategy, with the objective to reinforce the national intelligence architecture in line with human rights and increased accountability and transparency, fostering collaboration with the intelligence units of the national police, armed forces, and/or the Ministry of Defense.
- Offer guidance on the possible construction of a Memorandum of Understanding (MoU) with the Ministry of Defense and the implementation of its action plan. The goal is to align it with human rights principles, which would allow direct work with the Ministry of Defense on security sector reform, including actions with military and police sectors.
- Provide technical advice as needed in all activities carried out by OHCHR with armed forces, police, and the Ministry of Defense, ensuring the incorporation of human rights norms and standards.
- Provide guidance to new/junior staff as needed.
- Perform other related duties as requested.

### **Work implies frequent interaction with the following:**

- Military and Police personnel
- Government institutions, especially the Ministry of Defense
- Staff of specialized agencies, representatives of non-governmental organizations, regional intergovernmental organizations, etc.

### **Competencies:**

- **Professionalism:** Knowledge of human rights issues, adept at identifying problems in political, ethnic, racial, gender equality, and socio-economic dimensions. Familiar with institutional mandates, policies, and procedures of human rights organizations. Demonstrates research and analytical skills, actively engaging in the resolution of human rights issues. Proficient in identifying sources for data collection, conducting research, and drafting human rights reports. Able to assess and integrate information from diverse sources, evaluating its impact on the human rights situation.

Takes pride in work and achievements, showcasing professional competence, conscientiousness, and efficiency in meeting commitments and deadlines. Motivated by professional rather than personal concerns, displaying persistence and composure in challenging situations. Takes responsibility for incorporating gender perspectives and ensuring equal participation of women and men across all work areas.

- **Communication:** Clear and effective communication skills, both spoken and written. Actively listens, interprets messages accurately, asks clarifying questions, and tailors communication to the audience. Demonstrates openness in sharing information and maintaining transparent communication.
- **Teamwork:** Collaborative approach to achieving organizational goals. Values input from colleagues, learns from others, and supports group decisions. Places the team agenda before personal interests, shares credit for accomplishments, and accepts joint responsibility for shortcomings.

**Qualifications:**

**Education:** Advanced university degree (Master's degree or equivalent) in human rights, law, political science, international relations, social sciences, or a related field. Specialized military or police training with relevant education in human rights is also acceptable.

**Experience:** A minimum of 5 years (ideally 7 years) of progressively responsible experience in human rights, with a focus on the security sector, including the military or members of the military. Experience in human rights analysis and providing technical assistance. Working experience with the intelligence sector is desirable.

**Language:** Fluency in Spanish is required; proficiency in English is desirable.