

Position Name: Human Rights & Gender Adviser	Employment Regime: Seconded	
Ref. Number: IAO 11	Location: Baghdad, Iraq	Availability: 01/10/2021
Component/Department/Unit: Operations Department/Law Enforcement Agencies Component	Security Clearance Level: EU SECRET	Open to Contributing Third States: No

1. Reporting Line:

The Human Rights and Gender Adviser to the Ministry of Interior reports to the Head of Law Enforcement Agencies Component

2. Main Tasks and Responsibilities:

- To advise on human rights and gender mainstreaming within the Ministry of Interior.
- To advise on the mechanisms to be established and used within the Ministry of Interior for monitoring, implementing and evaluating relevant international instruments for gender equality and mainstreaming, including UN Security Council Resolutions on Women, Peace and Security.
- In conjunction with the Mission's Human Rights and Gender Adviser in Head of Mission Office (or under Chief of Staff), to undertake systematic gender analysis in the Ministry of Interior of all aspects of the implementation of the Mission's mandate, including policy development, monitoring and reporting, data collection and staffing.
- In conjunction with the Mission's Human Rights and Gender Adviser, to advise on the promotion of gender equality and gender-sensitive policy in the Ministry of Interior, including on the implementation of the second Iraqi National Action Plan on WPS (INAP2), and ensure that these aspects are incorporated in a coordinated and consistent manner in the Mission's Implementation Plan.
- In conjunction with the Mission's Human Rights and Gender Adviser, to advise on the promotion of human rights in the Ministry of Interior, including on the Iraqi National Human Rights Plan, and ensure that these aspects are incorporated in a coordinated and consistent manner in the Mission's Implementation Plan.
- To support the Mission's efforts in addressing areas of structural weaknesses in the performance and accountability of counterparts/institutions and to propose solutions for strengthening the same;
- To provide analysis and recommendations to the local counterparts in the area of responsibility;
- To be embedded within the local institution, security permitting;
- To ensure timely reporting on activities within the field of responsibility as per planning documents, particularly in the progress and/or lack of progress;
- To maintain necessary contacts and build relationships with relevant local counterparts;
- To ensure compliance with instruction/direction from Mission management;
- To liaise closely with other Senior Strategic Advisers and Advisers as appropriate;
- To perform any other task as requested by the Line Manager.

3. General Tasks and Responsibilities:

- To monitor and analyse the human rights and gender situation in the Ministry of Interior.
- To contribute to Mission's operational reporting and information flow on human rights and gender related aspects of the Ministry of Interior.
- To contribute to identify and report on lessons and best practices within the field of human rights and gender in the Ministry of Interior including gender-based violence prevention and response activities.

4. Essential Qualifications and Experience:

- Successful completion of university studies of at least 3 years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area, e.g. Bachelor's Degree AND
- A minimum of 5 years of relevant professional experience in gender/human rights and gender/human rights mainstreaming issues and tools, in particular in a post-conflict environment/ SSR process, after having fulfilled the education requirements;
- Practical experience in/ sound knowledge of gender and gender mainstreaming issues and tools, in particular in a post-conflict environment/ SSR process.
- Understanding and sensitivity to the basic principles of human rights legislation and inter-group relations;
- Analytical skills and ability to conduct gender and human rights analysis.

5. Desirable Qualifications and Experience:

- Pedagogical/training skills;
- Knowledge of investigative and conciliation techniques in the gender and human rights field;
- Proactive in developing strategies to accomplish objectives;
- Knowledge in programming gender-based violence prevention and response activities
- Arabic language skills