United Nations JPO Programme

TERMS OF REFERENCE
19P313

Junior Professional Officer (JPO)

I. General Information

Title: JPO in Rule of Law (Conflict-Related Sexual Violence – MENA)

Sector of Assignment: Rule of Law

Organization/Office:
United Nations / Office of the Special Representative of the Secretary-General on Sexual Violence in Conflict (OSRSG-SVC) / Team of Experts on the Rule of Law and Sexual Violence in Conflict

Duty Station:
New York, USA

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

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

Title of Supervisor:
Team Leader of the Team of Experts

Content and methodology of supervision:
Establishment of a Work Plan: During the first month of the assignment, the Junior Professional Officer (JPO) 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 JPO and his/her supervisor.

Evaluation: The United Nations Performance Evaluation System (e-performance) will serve as a primary platform to evaluate the JPO's performance.

The JPO will be part of the Team of Experts assigned to assist national authorities in strengthening the rule of law, with the aim of ensuring criminal accountability for perpetrators of conflict-related sexual violence. The JPO will work under the Team Leader of the Team of Experts, who will ensure constant mentoring of the JPO. The Team Leader will regularly review agreed objectives, working arrangements and performance.

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III. Duties, Responsibilities and Output Expectations

The JPO will:

- Monitor assigned country files and implement the work of the Team of Experts in assigned countries;
- Draft background notes, reports and talking points on assigned 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 participate 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 joint communiqués and 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 law.

Work experience:
A minimum of two 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 a country in the Middle East or North Africa would be desirable. Understanding of Sharia law would be an advantage.

Languages:
English and French are the working languages of the UN Secretariat. For this position, fluency in English is required and a working knowledge of Arabic is required. Knowledge of another UN official language is an advantage.

UN competencies:

PROFESSIONALISM: Shows pride in work and in achievements; Demonstrates professional competence and mastery of subject matter; Is conscientious and efficient in meeting commitments, observing deadlines and achieving results; Is motivated by professional rather than personal concerns; Shows persistence when faced with difficult problems or challenges; Remains calm in stressful situations

COMMUNICATION: Speaks and writes clearly and effectively; Listens to others, correctly interprets messages from others and responds appropriately; Asks questions to clarify, and exhibits interest in having two-way communication; Tailors language, tone, style and format to match the audience; Demonstrates openness in sharing information and keeping people informed

TEAMWORK: Works collaboratively with colleagues to achieve organizational goals; Solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; Places team agenda before personal agenda; Supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; Shares credit for team accomplishments and accepts joint responsibility for team shortcomings

PLANNING & ORGANIZING: Develops clear goals that are consistent with agreed strategies; Identifies priority activities and assignments; adjusts priorities as required; Allocates appropriate amount of time and resources for completing work; Foresees risks and allows for contingencies when planning; Monitors and adjusts plans and actions as necessary; Uses time efficiently

Workforce Diversity
The United Nations believes that an inclusive culture attracts the best talent and encourages all qualified applicants, regardless of gender, disability, sexual orientation, cultural or religious backgrounds, to apply.

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V. Learning Elements

On completion of the assignment, the JPO will have/be able to:

- Understand how to assist national institutions in strengthening their efforts to address accountability for sexual violence;
- Contribute substantively to reports, talking points, press releases, advocacy products and other documents on rule of law, sexual violence and protection of civilians-related issues;
- Understand UN peace and security engagements as they relate to rule of law;
- Understand the dynamics linked to sexual violence in complex conflict and post-conflict situations, and formulate appropriate recommendations to achieve the goals of the organization; and
- Function in a multi-disciplinary team and a multi-cultural environment.

VI. Background Information

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

The Team of Experts was created by Security Council resolution 1888 (2009) to assist national authorities in strengthening the rule of law, with the aim of ensuring criminal accountability for perpetrators of conflict-related sexual violence. The Team of Experts is the only dedicated Security Council mandated entity to provide this type of support on a global basis. The Team of Experts is based at the UN Headquarters in New York and deploys regularly to the field in some of the world's most challenging contexts.

The Team of Experts functions under a "co-lead entity" structure that includes members from several United Nations entities to enable the United Nations to deliver as one in assisting Member States to address conflict-related sexual violence. The Team of Experts includes experts from the Department of Peace Operations (DPO); the Office of the High Commissioner for Human Rights (OHCHR); the Office of the SRSG-SVC; and the UN Development Programme (UNDP).

The Team is led by the Team Leader (D1) and supported in the management and operation of the Team of Experts by a Deputy Team Leader (P5). The Team of Experts also includes two Judicial Affairs Officer (P4), one Police Officer (P4), one JPO (P2), one Human Rights Officer (P4), and the Team Assistant (G5).

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UNITED NATIONS TEAM OF EXPERTS ON THE RULE OF LAW AND SEXUAL VIOLENCE IN CONFLICT

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