

CORE VALUES: INTEGRITY, PROFESSIONALISM, RESPECT FOR DIVERSITY

I. Position Information 92089

Job Code Title:	Assistant Human Rights Officer – Indicators
Pre-classified Grade:	NO-A
Supervisor:	Deputy Representative
Organizational Unit:	OHCHR Mexico
Duty Station:	Mexico City

II. Organizational Context

Under the direct guidance and supervision of OHCHR-Mexico's Deputy Representative and the overall guidance of the OHCHR-Mexico's Representative, the Human Rights Officer specialized on indicators will be responsible for the following duties.

III. Main duties / Key results

- Contribute on the design and execution of OHCHR-Mexico's corresponding indicators program and action plan.
- Liaise with federal and local stakeholders encouraging the adoption and implementation of OHCHR's indicators framework, whilst providing them the required advice and support for their definition and testing of impact assessment and measuring methodologies of human rights public policies and programs. This shall entail:
 - Design and implement a strategy for measuring the level of implementation of international recommendations received by Mexico and recommendations emanated from public human rights institutions to governmental institutions.
 - Revise, analyze, compare, and evaluate the applicability of diverse methodological proposals for the measurement of the level of implementation of human rights through quantitative and qualitative indicators.
 - Collaborate on the definition of proposal for improving data collection systems and data collection practice in Mexico.
 - Ensure that the systems of measuring human rights are in accordance with universally recognized human rights principles and take into consideration the recommendations issued by the universal and regional human rights mechanisms.
- Promote, maintain and foster communication and agreements among all relevant stakeholders – such as, civil society organizations, academic institutions, public institutions, independent experts, and other countries within and beyond the Latin American region – involved in the development of human rights' indicators.

- Organize and carry out seminars, workshops, and round tables in order to disseminate a) OHCHR's indicators framework; b) indicators produced by state institutions; c) best practices and lessons learned in the process of elaborating human rights' indicators.
- In coordination with OHCHR Headquarters, promote and maintain a permanent dialogue with relevant stakeholders in other countries in and beyond the Latin American region, for generating human rights indicators and disseminate established practices and lessons learned.
- Collaborate closely with OHCHR- Headquarters experts in order to support the definition of methodological proposal for measuring human rights.
- Attend all OHCHR-Mexico regular/extraordinary/internal coordination meetings and execute/report the corresponding budget/lines assigned to the indicators program.
- Support the related work resulting from the UN Country Team, compile the results of the programme components as contained in the UNSDCF and participate in results groups and other UNSDCF-related activities (United Nations Sustainable Development Cooperation Framework).
- Carry out other activities assigned by the Representative necessary for the completion of OHCHR-Mexico's objectives and general mandate.
- Liaises with the United Nations Country Team to ensure adequate planning, implementation and follow-up of joint activities.
- Conducts human rights workshops and assist the Office in capacity building and training activities.
- Provides assistance to complaints presented to the Office alleging human rights violations, in particular relating to the relevant international human rights mechanisms.
- Performs other related tasks as required.

IV. Impact of Results

The staff member's work should have an impact on the effective fulfilment of OHCHR Mexico's work plan. The staff member's performance will be assessed periodically to ensure impact and feedback provided to guarantee that the competencies required are being met.

V. 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. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.
- **Planning and 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.
- **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.

VI. Recruitment Qualifications

Education:	<ul style="list-style-type: none"> • Master's Degree or equivalent degree in law, political sciences, international relations, social sciences or any other discipline related to human rights is required.
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	<ul style="list-style-type: none"> Alternatively, a Bachelor's Degree in law, political sciences, international relations, social sciences or any other discipline related to human rights in combination with two additional years of relevant work experience in a human rights related field may be accepted in lieu of the advanced university degree.
Experience:	<ul style="list-style-type: none"> Applicants to positions at this level who have an advanced university degree in a relevant field of study are not required to have professional work experience. For applicants who have a first level university degree, two additional years of qualifying work experience at national and/or international levels in the human rights field is required. Working experience with SPSS or other statistical software will be an advantage. Experience working with the United Nations or other international organization is an advantage.
Language Requirements:	Fluency in Spanish and English (both written and spoken) is required. Knowledge of another official United Nations language is an advantage.
Other Skills:	Basic knowledge of Word, Excel, and PowerPoint.

VII. Applications

Please send your electronic United Nations P-11 form duly signed and relevant academic/professional certificates to the following e-mail: ohchr-rhmexico@un.org. Please clearly mark your application with the subject "Assistant Human Rights Officer - Indicators (NOA)".

Deadline for Applications: **9 April 2023**
Date of Issuance: 8 March 2023

*The United Nations shall place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs. (Charter of the United Nations - Chapter 3, article 8).
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