

## **TERMS OF REFERENCE**

**Job Title:** UN Human Rights Office (OHCHR): Diversity Outreach National Consultant

**Project Title:** UN OHCHR

**Contract type:** Individual Contract, Part-time, 28 working days

**Duration of assignment:** 5 February 2015- 31 May 2015, with the possibility of extension

**Starting date:** 5 February 2015

### **Background**

The Office of the United Nations High Commissioner for Human Rights (OHCHR) represents the world's commitment to universal ideals of human dignity. We have a unique mandate from the international community to promote and protect all human rights. We have an office at United Nations headquarters in New York and offices in numerous countries and regions. To implement our comprehensive mandate, we employ 1085 staff (as of 31 December 2013) based in Geneva, New York and in 13 country offices and 13 regional offices or centers around the world, as well as a workforce of 689 international human rights officers serving in UN peace missions or political offices.

The OHCHR is implementing the activities in conformity with the Country Note for the Republic of Moldova for 2014-2017, including action as concerns policy and practice in the field of anti-discrimination, effective implementation of international anti-discrimination law acquired by the Moldovan judiciary and strengthening civil society in these areas.

### **Scope of work**

The Diversity Outreach National Consultant is sought to work under the supervision of the UN Human Rights Adviser (OHCHR) and in close collaboration with the OHCHR team, project consultants, beneficiaries and stakeholders for the effective achievement of results, anticipating and resolving complex project-related issues and information delivery.

### **Summary of Key Functions:**

The Diversity Outreach National Consultant will contribute substantively to realization of the Expected Achievements of the OHCHR Country Note for the Republic of Moldova for the period 2014-2017.

The incumbent will ensure the provision of development services and products (commensurate with the scope of the Country Note activities) of the highest quality and standards to national counterparts and for beneficiaries.

The Diversity Outreach National Consultant will:

- Develop, widen and enhance OHCHR's network of partners and contacts in the region and identify potential areas of cooperation for OHCHR;
- Promote the ratification and implementation of international human rights instruments;
- Provide support on strategic interventions, including country visits, by special procedures mandate holders in the region, as appropriate;
- Provide advice and facilitate the provision of assistance as requested by partners, counterparts and other externals;
- Undertake representational responsibilities on behalf of OHCHR and otherwise undertake assignments or missions within the region;
- Participate at inter-ministerial meetings with the view to assist and advice Moldovan authorities to conform the national legislation to international standards;
- Participate at meetings, conferences, round tables organized by civil society organizations, state institutions, and international organizations and promote the international human rights standards on behalf of the OHCHR;
- Act as expert in thematic trainings organized by the OHCHR team;
- Supports and contributes to monthly, annual and other reporting to the Office of the High Commissioner for Human Rights (OHCHR) against the Office's Expected Accomplishments in these areas.

In all aspects of work, the consultant will work closely with the Human Rights Adviser to ensure alignment with OHCHR strategic priorities and expected accomplishments; to work toward the best possible results in the field of work; as well as to ensure compliance with all areas of United Nations policies in the relevant areas.

### **Deliverables**

1. Participate at 7 CSO/ INGO/GO meetings, at least, to provide expert advises on behalf of the OHCHR	<b>February – May 2015</b>
2. Undertake 4 assignments or missions within the region on behalf of the OHCHR	<b>February- May 2015</b>
3. Participate at 3 thematic trainings, at least, organized by the OHCHR team	<b>February – May 2015</b>
4. Monthly reporting on activities	<b>February – May 2015 (due on 25<sup>th</sup> day of month)</b>

### **Qualification Criteria**

- A degree in law, social sciences, human rights or other relevant field;
- At least 3 years of practical experience in human rights domain, monitoring activities, conducting research;
- At least 2 years of practical experience in conducting advocacy activities;

- Understanding of anti-discrimination law as set out under international, European and domestic law of the Republic of Moldova;
- Knowledge of international norms and standards in the area of the rights of minorities;
- Knowledge and in-depth understanding of the human rights environment in Moldova, its sensitivities and challenges;
- Fluency in Romanian and Russian. Working knowledge of one or more additional languages relevant for Moldova, including Bulgarian, Gagauzian, Romani, Ukrainian or sign language is an asset. Knowledge of English is an asset.
- Adhere to the core values of the United Nations; in particular, is respectful of differences of culture, gender, religion, ethnicity, nationality, language, age, HIV status, disability, and sexual orientation, or other status.

### **Documents to be included in the proposal**

Interested persons should submit the following documents:

1. Proposal:

- (i) Explaining why they are the most suitable for the work;
- (ii) Provide a detailed methodology on how they will approach and conduct the work.

2. Financial proposal;

3. Personal CV or P11form, including past experience in similar projects and the contact details of at least 3 reference persons.