



TERMS OF REFERENCE

Job Title:	National Consultant, Regional Coordinator in the Transnistrian region of the Republic of Moldova
Hiring Unit	UN Human Rights Office (OHCHR) via UNDP Moldova
Contract type:	Individual Contract
Duration of assignment:	1 May 2017 – 14 December 2017 (up to 70 working days), with the possibility of extension
Deadline for applications:	April 2017

Background

The Office of the United Nations High Commissioner for Human Rights (OHCHR) represents the world's commitment to universal ideals of human dignity. It has a unique mandate from the international community to promote and protect all human rights.

OHCHR in Moldova, led by the National Human Rights Coordinator, supports and advises the UN RC Office, United Nations Country Team (UNCT) in Moldova, Government, National Human Rights Institutions (NHRIs), civil society and community groups in strengthening human rights and human rights based approach to development. The National Human Rights Coordinator is assisted in the accomplishment of this mandate by a team of staff and consultants.

According to the Country Note for the Republic of Moldova 2014-2017, the thematic priorities for interventions include: (1) countering discrimination, in particular racial discrimination, discrimination on the grounds of disability, religion, sexual orientation and other criteria; (2) combating impunity and strengthening accountability and the rule of law; (3) strengthening the effectiveness of international human rights mechanisms and the progressive development of international human rights law and standards.

The OHCHR's work on improving the right-bank normative and institutional frameworks, including within the EU-supported OHCHR project on anti-discrimination (also covering the Transnistrian region), provided valuable lessons learnt. Specifically, they referred to the complex rights-based approaches focused on building strong civil society platforms, developing community models, informed by the UN human rights standards. The proposed programme comes to continue and consolidate earlier UN efforts solidly based on the Thomas Hammarberg's recommendations framework.

The proposed programme also comes as a very important synergetic effort to the other ongoing EU's programmatic interventions in the region, particularly to the EU-supported Confidence Building Programme, implemented by UNDP. The added value of the proposed programme in this context is its focus on the civil society and regional human rights frameworks, as well as its rights-based models of community development informed by the universal human rights standards.

The work under this program shall be guided by the confidence-building principles strongly underpinned by the international human rights standards and recommendations, primarily by the Universal Declaration of Human Rights, International Covenant on Civil and Political Rights (ICCPR), International Covenant on Economic, Social and Cultural Rights (ICESCR), Convention on the Rights of Persons with Disabilities (CRPD), European Convention on Human Rights (ECHR), recommendations provided in 2013 by the UN Senior Expert Thomas Hammarberg, recommendations provided under Universal Periodic Review and UN treaty body periodic reviews, recommendations provided by the UN Special Procedures (particularly recently by the UN Special Rapporteur on the Rights of Persons with Disabilities and by the UN Special Rapporteur on Minority Issues), as well as other relevant UN human rights bodies and mechanisms.

In the framework of this programme, OHCHR is seeking to recruit a National Consultant that will provide coordination and logistical support to programme's activities related to mobilization and empowerment of persons with disabilities (PwDs) and other vulnerable groups, as well as regional decision-makers and stakeholders in the Transnistrian region of the Republic of Moldova.

Scope of Work, Duties and Responsibilities

The National Consultant, under these Terms of Reference, works under the guidance and supervision of the Programme Manager. The national consultant works in close collaboration with Programme staff and consultants, OHCHR/UN staff and consultants, project partners, organisations and groups of PwDs, as well as other stakeholders for the effective achievement of results, anticipating and resolving complex program-related issues and information delivery.

Under present Terms of Reference, the National Consultant will:

- Identify partners and participants for a series of capacity building, community mobilisation and awareness raising events for PwDs, other vulnerable persons, their groups and organizations, as well as regional decision-makers and wider society;
- Identify locations and facilitate organization of capacity building, community mobilisation and awareness raising events for programme partners and target groups;
- Provide logistical support for the networking activities between organizations of PwDs;
- Identify potential partners and facilitate their participation in the activity of the envisaged Sustainable (Community) Development Platform;

- Provide logistical support for establishment and operationalisation of Sustainable (Community) Development Platform in the Transnistrian region of the Republic of Moldova and its Secretariat, including identification of location for it, recruitment of staff etc.;
- Organise exchange/study visits to the right bank of the Nistru river for representatives of the Transnistrian civil society organisations (CSOs) and in-field specialists to the localities with community-based services for PwDs;
- Facilitate establishment and maintenance of working relations with the local stakeholders, representatives of *de facto* local authorities and decision-makers in the Transnistrian region of the Republic of Moldova;
- Engage with the third parties (different stakeholders, such as representatives from social protection system, etc.) to increase their understanding of CRPD and assist them in applying CRPD standards;
- Monitor and inform the Programme Manager and programme's staff on any internal developments, including changes of the normative framework, in the Transnistrian region of the Republic of Moldova, that may affect the successful programme's implementation;
- Provide support to the piloting of community services, which are compliant with international human rights standards, by the project partners -, including by identifying potential localities, community opinion leaders, interested decision makers etc.;
- Perform other relevant duties as assigned by the Programme Manager.

This assignment envisages extensive amount of time to be spent in the Transnistrian region of the Republic of Moldova, and first-hand knowledge of the regional context and environment. Related local travel expenses should be included in the submitted financial proposal.

Specific deliverables, expected workload and indicative timeframe for the above tasks are presented below:

Nr.	Key Deliverables [evidence-based]	Expected Workload (workdays)	Indicative Timeframe
1	Detailed lists of partners and participants for capacity building, community mobilisation and awareness raising events developed	10	May – November 2017
2	At least two coordination meetings of local CSOs on establishment of the Sustainable (Community) Development Platform in the Transnistrian region of the Republic of Moldova carried out	10	July – November 2017
3	At least two exchange/study visits to the right bank of the Nistru river for representatives of the Transnistrian CSOs to the localities with community-based services for PwDs organised	10	July – November 2017

4	Indicative plan on the process of piloting international human rights standards-compliant community services in the Transnistrian region of the Republic of Moldova, with indication of potential localities, stakeholders and decision-makers, developed	13	July – September 2017
5	Indicative plan on the process of establishing the Sustainable Development Platform in Transnistrian region of the Republic of Moldova developed	10	May – June 2017
6	Monthly updates on internal developments, including changes of the normative framework, in the Transnistrian region of the Republic of Moldova, that may affect successful implementation of the programme provided	3.5	May – December 2017
7	Monthly activity reports submitted and approved by Programme Manager	10.5	May - December 2017
8	Final report submitted and approved by Programme Manager	3	December 2017

A final report on implementation of the above listed tasks shall be submitted by the last day of the current assignment.

The payments under these Terms of Reference will be made upon successful certification of deliverables, based on the submitted time-sheet and periodic reports.

Competencies

- Proves commitment to the core values of the United Nations, in particular, respect for differences of culture, gender, religion, ethnicity, nationality, language, age, HIV status, disability, sexual orientation, or other status;
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability;
- Accepts responsibility and accountability for the quality of the outcome of her/his decisions.

Job Knowledge/ In-depth knowledge of the subject-matter

- Basic knowledge of key international human rights standards;
- Exposure to a range of human rights issues;
- Awareness of OHCHR institutional mandate, in the broader setting of the United Nations;

- Understanding of approaches in work with vulnerable groups, civil society, community-based organizations and local public authorities.

Development and Operational Effectiveness

- Excellent communications and teamwork skills;
- Strong organizational skills;
- Ability and willingness to deploy to the field, sometimes on short notice, for various types of missions;
- Ability to engage with various partners and stakeholders at different levels;
- Proven performance in organizing and coordinating events or challenging inter-organizational activities;
- Ability to adapt flexibly to changing situations, overcomes obstacles and recovers quickly from set-backs;
- Proactive in seeking new and improved methods and systems for accomplishing the work of the unit;
- Ability to keep abreast of new developments in area of professional discipline and job knowledge and seeking to develop himself/herself professionally.

Required Skills and Experience

Education:

- University degree in social science, law, human rights or other relevant discipline;
- Post-graduation education/courses on rights of persons with disability and/or community mobilisation would be considered an advantage.

Experience:

- At least three years of professional experience in organising capacity building, community mobilisation and/or awareness raising activities for community groups. Work with community groups of PwDs would be considered a strong advantage;
- Previous experience of work on UDHR, ICCPR, ICESCR, CRPD, CEDAW, ECHR and other related international human rights standards would be considered an advantage;
- Previous experience in working in Transnistrian region of the Republic of Moldova on human rights and empowerment of vulnerable groups, especially PwDs, would be considered a strong advantage;
- Previous experience of working with NGOs, decision-makers- at the regional and local levels in the Transnistrian region of the Republic of Moldova would be considered a strong advantage.

Language Requirements:

- Fluency in oral and written Russian; working knowledge of English language; working knowledge of Romanian language would be considered an advantage;

- Knowledge of one or more relevant minority languages, including Bulgarian, Ukrainian or Romani, as well as sign language(s), will be a strong advantage.

Diversity Clause: Applicants from under-represented groups (persons with disabilities, Roma and other ethnic, linguistic or religious minorities, persons living with HIV, refugees and other noncitizens) will have an advantage during the selection process. OHCHR is committed to reasonably accommodate the working environment for the persons with special needs.

Documents to be included in the proposal

Interested persons should submit the following documents:

1. Motivation Letter, explaining why they are the most suitable candidate for the work;
2. Financial proposal (fee per day in MDL, including local transportation, communication and other relevant costs);
3. Personal CV, including past experience in similar assignments and contact details of at least 3 reference persons.

The United Nations Organization is committed to diversity and inclusion. Women, persons from vulnerable groups, such as persons with disabilities, Roma and other ethnic, linguistic or religious minorities, persons living with HIV, refugees and other noncitizens legally entitled to work in the Republic of Moldova, as well as persons from other underrepresented groups are particularly encouraged to apply.