



FEDERAL GOVERNMENT OF SOMALIA
Ministry Of Women and Human Rights Development

Title: Human Rights Technical Advisor (Re-advert)

Duration of the assignment: 6 months

Duty station: Mogadishu

Supervisor: The Strategic and Policy Advisor

Issue date: 30 September 2015

Closing date: 7 October 2015

BACKGROUND:

Recent security and political developments present new opportunities for deeper and broader international engagement in Somalia. Political progress has been achieved through the formation of federal regions (Puntland, Interim Jubaland, Galmudug and Interim South West regions) that will build the basis for a federal system that is representative of the different stakeholders in Somali politics.

More than two decades of conflict have left Somalia with flawed institutional capacity and serious gaps in terms of service delivery. After the collapse of the Somali state serious gender and human rights violations were committed by the warring factions who used rape and torture as their weapon of choice to undermine their opponents. Even before the collapse, the human rights of Somalia was deplorable with women and minorities facing discrimination in all arenas of life. Women are underrepresented in all public portfolios including in politics.

Despite the enormous challenges facing the federal authorities, major gains were made against the insurgency across South Central Somalia. Because of this slow but strategic expansion of accessible areas, there is a certain optimism in and around Somalia and a belief that the country is at a turning point.

Given these political and security gains, it is imperative that both the Federal Government of Somalia (FGS) and the international community take advantage of this opportunity to strengthen the FGS' capacity to ensure gender equality and promote and protect the human rights of all its citizens. Provision of gender equality and human rights is a key element in addressing the historical injustices done on women and minorities in Somalia and hence creates a conducive atmosphere for social and political reconciliation.

The Ministry of Women Affairs and Human Rights Development of the FGS was renamed and its mandate broadened in January 2014 to include all human rights. The Ministry's role entails the promotion and support to protection of the rights of all people including the rights of women, Children and the rights of other vulnerable groups. The Federal Government of Somalia is planning in cooperation with the Somali parliament to embed provisions for the guarantee of human rights, encompassing political rights but also establishing the legal framework for family protection, rights of the children, rights of the workers, social security, gender equality, health, education, culture and housing, in accordance with the Universal Declaration on Human Rights

and the International Human Rights Instruments ratified by Somalia. There are gaps in the enjoyment of many human rights, closely related to the high levels of poverty and the security situation in the country. Somalia is a country characterized by insecurity, inequality and exclusion originating from the civil war, which lasted for more than 2 decades and expressed in all spheres of the national life. Great efforts are needed to fight impunity, improve access to justice, eliminate discrimination and dedicate special attention to the excluded groups or in situation of vulnerability (women, children, aging people, people with disabilities, indigenous and other minority groups), reduce the level of violence and citizen's insecurity. Therefore, in Ministry's efforts to promote Human Rights and gender equality at the district, regional, and state levels, the Ministry wishes to recruit Human Rights Technical advisor to the Ministry.

Duties and Responsibilities

Advice Senior management of the ministry on strategies and activities to address human rights issues in Somalia, to build and strengthen national capacities and institutions for the promotion and protection of human rights, based on the Somali Human Rights Roadmap. The Human Rights Technical Advisor will be responsible for the training, capacity building and skills transfer for the Human Rights Technical Officer who will be embedded with the expert.

- Initiate the implementation process of the Somali Human Rights Roadmap, including medium-term and long-term steps to address the human rights situation in the country;
- Liaise with and ensure strategic and focused collaboration with Civil Society Organizations and NGOs engaged in the promotion and protection of human rights;
- Support the development of policies and strategies regarding the engagement of Civil Society Organizations.
- Support and facilitate the participation of Civil Society Organizations in the Somali government's activities relating to Human Rights issues.
- Initiate the establishment of a national system to enhance the State's ability to meet international reporting obligations concerning human rights;
- Inform and work closely with the a Somali national human rights commission/institution;
- Liaise with the international community to further the objective of promoting and protect human rights in all regions of Somalia;
- Liaise with regional human rights organizations;
- Initiate Somali Diaspora engagement projects relating to Human Rights promotion and protection in Somalia;
- In close collaboration with relevant agencies of the Somali government, identify and contribute to the development and implementation of best practices;
- Promote the ratification and implementation of international human rights instruments;
- Initiate and provide operational support to human rights training and/or national capacity activities;
- Undertake representational responsibilities on behalf of the Minister and undertake
- assignments or missions within Somalia;
- Perform other related duties as required.

Selection Criteria

- A master's degree in Human Rights (Law) and Public International Law (law degree based on civil law system as Somalia has a civil law legal system);
- At least four (5) years of educational and professional experience in human rights advocacy, civil society engagement, government policy advisory AND project management/coordination at national level;
- Experience with the Prime Minister's Office;
- Experience with engaging and working with the Somalia Diaspora;
- Advocacy, communication and networking skills;
- Experience with donor partners, such as the EU;
- unnecessary the Strategic policy advisor will be doing this
- Cultural and gender sensitivity;
- Competence in the use of standard software application (Office, Mac OS, etc.);
- Ability to communicate and write effectively in BOTH Somali and English is required
- Perform other related duties as required.

Line Management

The Human Rights Technical Advisor will be reporting to the Strategic and Policy Advisor

Application process

Interested and qualified candidates are requested to submit online applications only according to the following procedure:

- * Send an application letter and an updated CV, which should include contact information for three work-related references.
- * Applications that do not meet the above requirements will be disregarded.
- * Hand delivered applications will no longer be accepted.
- * Only shortlisted candidates will be contacted.
- * Send your application on recruitment.somalia@nis-foundation.org