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**External Publication of Job Posting**

**50201510**

**Job Posting Title**

Senior Political Officer - Human Rights

**Start Date**

07.03.2017

**End Date**

08.04.2017

**Reference Code**

PA201703073

**Job Title**

Senior Political Officer - Human Rights

**Organization**

The African Union, established as a unique Pan African continental body, is charged with spearheading Africa's rapid integration and sustainable development by promoting unity, solidarity, cohesion and cooperation among the peoples of Africa and African States as well as developing a new partnership worldwide. Its Headquarters is located in Addis Ababa, capital city of Ethiopia.

In seeking to achieve this objective, the African Union intends to strengthen its capacity to deliver by, among others, the implementation of its organizational structure and the filling of all vacant posts.

The Commission of the African Union invites applicants who are citizens of Member States for a position of Senior Political Officer (Human Rights) in the Department for Political Affairs.

Candidates from the following least represented countries at the African Union Commission are encouraged to apply: Angola, Eritrea, Central African Republic, Cape Verde, Comoros, Congo (DRC), Equatorial Guinea, Guinea (Rep), Guinea Bissau, Liberia, Madagascar, Namibia, Sahrawi Arab Republic, Sao Tome and Principe, Seychelles , Somalia and South Sudan.

**Department**

Position title: Senior Political Officer - Human Rights

Position Grade: P3

Supervisor: Head of Division: Democracy, Governance, Human Rights and Elections (DGHRE)

Directorate: Department for Political Affairs

Duty Station: Addis Ababa, Ethiopia

Number of Positions: 1

## **Tasks**

The Senior Political Officer, Human Rights shall perform the following tasks:

- Assist in planning, preparing and implementing programme activities relating to Human Rights as well as preparing budgets;
- Organise seminars, workshops and other related activities in the field of Human Rights with various stakeholders;
- Draft speeches, talking points, reports of activities and specific missions;
- Drafting of concept notes and background documents;
- Provide advice on Human Rights issues, including input into official communications, statements and other documents;
- Gather information on the Human Rights situation throughout the continent including through close cooperation with partners and others stakeholders;
- Keeps the supervisor regularly informed on developments concerning the HR situation;
- Liaise with the AU Regional Offices on Human Rights issues;
- Assist in mainstreaming Human Rights in the programs of the African Union;
- Assist in developing and maintaining appropriate working relations with AU Organs and partners of African Union on issues relating to Human Rights ;
- Perform any other relevant tasks assigned by supervisor.

## **Requirements**

### 1. Qualifications and Experience Required

Candidates must have a minimum Masters University Degree in Law, Political Science, International Relations or other Human Rights related disciplines with at least 3 years managerial experience. A higher academic qualification would be an added advantage.

Candidates with first university degree will be considered provided they have at least ten (10) years continuous relevant work experience of which five (5) years must be at supervisory level.

### 2. Professional work experience required:

Candidates must have at least Seven (7) years of relevant working experience in the area of Human Rights.

### 3. Other relevant skills and competencies required

#### Functional Skills

- Computer literacy;
- Excellent drafting and reporting skills;
- Excellent communication and negotiating skills;
- Excellent planning and organizational skills.

#### Personal abilities

- Ability to work team and maintain team spirit.
- Ability to work under pressure, and act with discretion in a politically sensitive environment.
- Ability to establish good working relationship both with Government authorities and colleagues

#### Knowledge and Understanding

- Experience in capacity building, training.
- Experience in technical cooperation activities, planning and budgeting
- Experience in gathering information on the Human Rights situation throughout the continent.
- Experience close cooperation with partners and others stakeholders in the area of Human Rights.

4. Language requirement

Proficiency in one of the African Union working languages is mandatory; fluency in additional AU official working languages would be an added advantage.

5. Tenure of Appointment:

The appointment will be made on a fixed term contract for a period of three (3) years, of which the first twelve months will be considered as a probationary period. Thereafter, the contract will be for a period of two (2) years renewable, subject to satisfactory performance and deliverables.

6. Gender Mainstreaming:

The AU Commission is an equal opportunity employer and qualified women are strongly encouraged to apply.

7. Remuneration:

Indicative basic salary of US\$ 35,300 (P3 Step 5) per annum plus other related entitlements e.g. Post adjustment (46% of basic salary), Housing allowance (\$ 14,414.40) per annum), education allowance (75% of tuition and other education related expenses for every eligible dependent up to a maximum of US\$7,800.00 per child per annum), etc for internationally recruited staff of the Commission.

Applications must be made through the AUC E-recruitment Website <http://www.aucareers.org> not later than 8-April-2017.

Directorate of Administration and Human Resource Management  
African Union Commission

Applications are pre-screened by the system according to the published requirements of the job opening on the basis of the information provided in the application. In relation to the requirements of the job opening, applicants must provide complete and accurate information pertaining to their qualifications, including their education, work experience, and language skills. Each applicant must bear in mind that submission of incomplete or inaccurate applications may render that applicant ineligible for consideration for the job opening. Initial screening and evaluation of applications will be conducted on the basis of the information submitted. Applications cannot be amended following submission. Candidates under serious consideration for selection will be subject to a reference-checking process to verify the information provided in the application

**Contract Type**

Regular (Long Duration)

**Employment Fraction**

Full-time

**Branch**

Headquarters