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## UNITED NATIONS VERIFICATION MISSION IN COLOMBIA JOB OPENING

### Internal / External

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Job Title & Level:	Gender Affairs Officer, NO-C
Department/Office:	UN VERIFICATION MISSION IN COLOMBIA Gender Team
Location:	Bogota, COLOMBIA
Posting Period:	15 February 2022–16 March 2022
Job Opening Number:	UNVMC-NJO-2022- 008. Fixed-Term for one year with the possibility of extension

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UNITED NATIONS CORE VALUES: INTEGRITY, PROFESSIONALISM, RESPECT FOR DIVERSITY

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#### **IMPORTANT NOTE:**

The Human Resources Unit invites all interested and qualified candidates to apply to the announced position. All interested candidates should submit their applications using the P11 form, which can be found at <https://colombia.unmissions.org/empleo>, or Personal History Form (PHP) **(CVs will NOT be accepted)**. Please review that your application, either **P-11 or PHP is properly signed and has information on your contact details: email address and telephone numbers**. You must send your application to the following e-mail address: [mcrecruitment@un.org](mailto:mcrecruitment@un.org)

Please be advised that only applications using the UN P-11 or PHP form will be reviewed. Please do not submit any additional certificates/diplomas, employment letters and other documents at this stage of the application process. **Kindly ensure that you include the job opening number for the above position in your e-mail application.** Only short-listed candidates will be contacted.

#### **Only Colombian Nationals are eligible to apply for this Job Openings.**

**If you are an internal candidate with a Fixed Term, Continuing or Permanent Appointment within the UN Secretariat, please attach the last 2 performance evaluations to your application. If you are employed by an entity of the United Nations Common System, please indicate your category and level.**

*As per the Secretary General's Gender Parity Strategy, the United Nations Secretariat is committed to achieving 50/50 gender balance. Female candidates are strongly encouraged to apply for this position.*

*#United\_for\_Gender\_Parity. Candidates interested to work for the United Nations Verification Mission in Colombia may wish to check out our Realistic Job Preview videos to get an idea of the living and working conditions in different duty stations in Colombia.: <https://www.youtube.com/playlist?list=PL-8SCKVjg-e3073SwTDG1VQf1oLTWfUQ4>*

*The United Nations is committed to creating a diverse and inclusive environment of mutual respect. The United Nations recruits and employs staff regardless of gender identity, sexual orientation, race, religious, cultural and ethnic backgrounds or disabilities. Reasonable accommodation for applicants*

*with disabilities may be provided to support participation in the recruitment process when requested and indicated in the application.*

## **ORGANIZATIONAL SETTING**

This position is located in the Gender Team and reports directly to the Gender Advisor and Head of the Gender Team.

## **RESPONSIBILITIES:**

Within delegated authority and under the supervision and overall coordination of the Gender Advisor, the Gender Affairs Officer will be responsible for the following duties:

- Supports the implementation of UN Security Council Resolutions on Women, Peace and Security and the DPPA Policy on Gender throughout all Mission components.
- Supports in providing technical support and high level advice to Mission senior management on the implementation of the Gender, Women, Peace and Security agenda within the Mission's mandate.
- Advice and provides technical support to the Verification teams of reintegration, security guarantees and verification of sentences, on strategies for ensuring effective implementation of mandates and policies for the promotion of gender equality and women's rights in all aspects of the verification in line with the commitments of the Final Peace Agreement and UN Security Council Resolutions on Women, Peace and Security.
- Develops technical resources related to the security guarantees and protection of women former combatants and women social leaders related to the Mission's mandate.
- Provides technical support and guidance to the regional and field offices regarding gender sensitive verification and gender mainstreaming across all Mission functions.
- Supports the process of implementing the Mission's Gender Directive and Gender Parity strategy to mainstream gender considerations into the work of all Mission's component.
- Supports the Mission's Gender Focal Points in other Mission components for integration into mandated priorities.
- Supports the provision of technical expertise as required to relevant partners and Mission components on strategies for gender mainstreaming, including expanding the capacity for gender analysis and designing gender-sensitive policies and programmes.
- Supports knowledge management and data collection with regard to gender policy and facilitates the collection and exchange of information between partners and the Gender Team.
- Drafts, collates and edits specified results-based inputs for all gender related reports and documentation as required, including verification reports to the Security Council and reports related to UN Security Council Resolutions 1325 and 1820.
- Supports the implementation of UN DPPA Extra budgetary funds related to gender, women, peace and security projects, including project design and implementation.
- Coordinates, as needed, with other UN agencies, Funds and Programmes that have complementary mandates on gender related issues through participating in working-level mechanisms, as well as coordinating with relevant institutions.
- Collaborates and supports the delivery of gender training, including sexual and gender-based violence to Mission personnel and conducts orientation activities on gender mainstreaming in the Mission.
- In the absence of Head of Gender Team act as Head of Team.
- Performs other duties as required

## **CORE VALUES:**

**Professionalism:** Knowledge of the work of the United Nations, expertise in the field of Human Rights, International Relations and/or Women's Rights, together with a thorough understanding of the concepts and practices related to gender issues, particularly gender mainstreaming. Understanding of UN Security Council Resolutions on Women, Peace and Security; good drafting, monitoring and reporting skills. Conceptual and strategic analytical capacity, formulate options, draw conclusions and make effective recommendations, particularly in relation to addressing the needs of women and girls in post-conflict situations; ability to formulate policy advice, position papers and reports for the attention of senior managers. Ability to work under pressure. 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.

**Integrity:** Demonstrates the values of the United Nations in daily activities and behaviours. Acts without consideration of personal gain. Resists undue political pressure in decision-making. Does not abuse power or authority. Stands by decisions that are in the Organization's interest, even if they are unpopular. Takes prompt action in cases of unprofessional or unethical behaviour.

**Respect for diversity:** Works effectively with people from all backgrounds. Treats all people with dignity and respect. Treats men and women equally. Shows respect for and understanding of diverse points of view and demonstrates this understanding in daily work and decision-making. Examines own biases and behaviours to avoid stereotypical responses. Does not discriminate against any individual or group.

## **COMPETENCIES:**

**Teamwork:** Works collaboratively with colleagues to achieve organizational goals; Solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; Shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

**Planning & 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.

**Education:** An advanced university degree (Master's degree or equivalent) in International Relations, Human Rights Law, Gender studies, Women's studies, development studies, social sciences or in a related area. A first-level university degree in combination with two additional years of qualifying experience may be accepted in lieu of the advanced university degree.

### **Work Experience:**

A minimum of five years of progressively responsible experience in international relations, policy advice, programme management, particularly related to the promotion of gender equality, protection and women's rights, at the national or international level is required. Experience in humanitarian, conflict, post-conflict, complex or political transition settings is required.

Related experience in the Colombian peace process and Final Peace Agreement is desirable. Related experience in the inclusion of gender equality and the women, peace and security agenda in the Colombian peace process is desirable. Experience in the United Nations system, Agencies, Funds or Programmes, UN political Missions, and/or other international agencies is desirable.

**Languages:** English and French are the working languages of the United Nations Secretariat. For the post advertised, fluency in Spanish and English is required.

### **United Nations Considerations**

Candidates will be required to meet the requirements of Article 101, paragraph 3, of the Charter as well as the requirements of the position. The United Nations is committed to the highest standards of efficiency, competence and integrity for all its human resources, including but not limited to respect for international human rights and humanitarian law.

Candidates may subject to screening against these standards, including but not limited to whether they have committed or are alleged to have committed criminal offences and/or violations of international human rights law and international humanitarian law.

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). The United Nations Secretariat is a non-smoking environment.

The United Nations is taking steps to improve gender parity at all levels. We are committed to an inclusive culture and exciting opportunities for women in security therefore, female applicants are highly encouraged to apply.

### **No Fee**

THE UNITED NATIONS DOES NOT CHARGE A FEE AT ANY STAGE OF THE RECRUITMENT PROCESS (APPLICATION, INTERVIEW MEETING, PROCESSING, OR TRAINING). THE UNITED NATIONS DOES NOT CONCERN ITSELF WITH INFORMATION ON APPLICANTS' BANK ACCOUNTS.