

TERMS OF REFERENCE

Background

Human Rights based approach to Development programming has been on the Mozambique UN Country Team's agenda for the past years and has been used during the former CCA/UNDAF process. However, as far as the whole UN system is concerned, there was a need for developing further this approach with common operational tools and make it relevant to countries' new priorities in relation to MDGs, PARPA and Governance programmes. Furthermore, pursuant to the Secretary-General's report *Strengthening of the United Nations: an agenda for further change* (A/57/387) and General Assembly resolution 57/300, a three-year plan of action was developed and submitted to Resident Coordinators in December 2003 with the aim of developing the capacity of United Nations humanitarian and development operations at country level, in order to support the efforts of Member States in establishing and strengthening national human rights promotion and protection systems consistent with international human rights norms and principles. The Plan of Action draws on the experience in human rights work of UN agencies and inter-agency mechanisms and should allow Member States to benefit from enhanced complementarities and effectiveness of human rights assistance tailored to their needs and requests.

Mozambique is in the process of developing its PARPA II. During a training workshop in Human Rights, UN Agencies have agreed to support the Government of Mozambique in mainstreaming HRBA in the new PARPA, as part of UN contribution.

In this context, UNDP seeks to recruit a National Human Rights specialist to work as advisor, for a period of 3 months.

Under the direct supervision of the Head of EPAU, the National Human Rights Specialist will have the key responsibility of advising UN Agencies and the Government on HRBA mainstreaming under the current PARPA formulation. He/she will perform the following tasks:

- Work with and advise UN Agencies involved in the PARPA review
- Mainstream HRBA in the different groups constituted under PARPA exercise and where UN agencies are represented
- Review relevant PARPA documents with the objective of ensuring that HRBA are well reflected
- Brief UN staff on relevant developments, when necessary
- Produce a final document with lessons learned and best practices on the process, as well as on how each UN Agency should carry on with its advisory role on HRBA in the implementation phase of PARPA II

Expected outputs

- PARPA II document reflecting a HRBA
- Final report reflecting a clear guidance on the advocacy role of all UN Agencies for HRBA during PARPA implementation

Qualifications required

- Post-graduate degree in law or related field
- Minimum of five years of proven experience with PRSPs and/or HRBAs
- Knowledge of the Mozambican development context is an advantage
- Minimum of three years of experience in consultancies and policy advice
- Ability to work fast and manage time effectively
- Demonstrated abilities to take initiatives and build consensus
- Demonstrated interpersonal skills including diplomacy, tact, and ability to negotiate and influence
- Facilitation, consulting, and/or training skills highly desirable
- Fluency in English and Portuguese
- Computer skills, including extensive experience using Microsoft Word, Internet and e-mail skills required.