



TERMS OF REFERENCE

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1. UNITED NATIONS. Duty Station: Mbabane, Eswatini
2. UNITED NATIONS. Duty Station: Yaoundé, Cameroon
3. UNITED NATIONS. Duty Station: Sarajevo, Bosnia and Herzegovina
4. UNITED NATIONS. Duty Station: Tegucigalpa, Honduras
5. TATU Project. Duty Station: Moshi (Kilimanjaro) and Msitu wa Tembo (Manyara), Tanzania.
6. Centro Berit. Duty Station: Uruguay

1. UNITED NATIONS. Duty Station: Mbabane, Eswatini

Job Opening

Posting Title:	INTERN - HUMAN RIGHTS, I (Temporary Job Opening)
Job Code Title:	INTERN - HUMAN RIGHTS
Department/Office:	Office of the High Commissioner for Human Rights
Duty Station:	Mbabane, Eswatini
Posting Period:	Inicio: mediados de agosto / principios de septiembre de 2023 final: mediados de noviembre / finales de noviembre de 2023.

Job Opening Number:

Staffing Exercise N/A

United Nations Core Values: Integrity, Professionalism, Respect for Diversity

Org. Setting and Reporting

The United Nations Resident Coordinator's Office offers a human rights internship program which aims at providing students with the opportunity to acquire direct exposure to OHCHR's activities related to the promotion and protection of human rights in the region. It is designed to complement political and legal-oriented studies with practical experience in various aspects.

The duration of an OHCHR internship is normally two months on a full-time basis - this may be exceptionally extended for a maximum period of six months.

Interns work five days per week (35 hours) under the supervision of a staff member in the department or office to which they are assigned.

Interns are not financially remunerated by the United Nations. Costs and arrangements for travel, visas, accommodation and living expenses are the responsibility of interns or their sponsoring institutions. The United Nations accepts no responsibility for the medical insurance of the intern or costs arising from injury, illness or death that may occur during an internship. Therefore, upon awarding an internship, candidates will be required to sign a statement confirming their understanding and acceptance of the conditions of service. Applicants for internship must show proof of valid medical insurance coverage to cover the full period of the internship at the duty station and provide a medical certificate of good health prior to the commencement of the internship. The United Nations accepts no responsibility for loss or damage to personal effects that may occur during the internship.

Responsibilities

Interns will have the opportunity to broaden their knowledge of international relations and African studies and be directly exposed to the work of the United Nations Resident Coordinators Office (RCO) and human rights related work in other UN agencies in Eswatini. Human rights interns get excellent exposure to the work of the RCO and will be able to participate to internal discussions about the Offices' issues and strategies. They participate and contribute to staff meetings and discussions, foster engagement with

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various stakeholders in order for the UN development system to help address Eswatini's needs, priorities and challenges to fulfil the Sustainable Development Goals (SDGs), promote and advocate for the fundamental values, standards and principles of the UN Charter, including respect for and protection of human rights.

The ideal candidate would be able to work independently under the supervision of the Senior Human Rights Adviser (SHRA) in the UN RCO in Eswatini, serving as a shared resource to support the SHRA and the UN RCO and assist in implementation of the Universal Declaration of Human Rights (UDHR) Rights and Responsibilities Initiative project:

- Assist the SHRA and the UN RCO in the design and development of activities as outlined in the UDHR Rights and Responsibilities Initiative.
- Assist the SHRA and the UN RCO in the organization of activities as outlined in the UDHR Rights and Responsibilities Initiative.
- Attend and take notes of meetings regarding the UDHR Rights and Responsibilities Initiative.
- Familiarize herself/himself with UN and regional human rights mechanisms including Treaty bodies, Universal Periodic Review and Special Procedures in the context of Eswatini.
- Assist the SHRA and the UN RCO in the integration of a human rights-based approach in existing UN programming to ensure alignment and leverage and maximize opportunities for outreach and advocacy on the UDHR Rights and Responsibilities Initiative.
- Assist with any other related tasks as may be required or assigned by the supervisor.

Competencies

Professionalism: 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.

Communication: Speaks and writes clearly and effectively. Listens to others, correctly interprets messages from others and responds appropriately. Asks questions to clarify and exhibits interest in having two-way communication. Tailors language, tone, style and format to match the audience. Demonstrates openness in sharing information and keeping people informed.

Teamwork: Works collaboratively with colleagues to achieve organizational goals. Solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others. Places team agenda before personal agenda. Supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position. Shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

Education

To qualify for an internship with the United Nations Internship Programme, the following conditions must be met:

1. Applicants must:

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- (a) be enrolled in a graduate school programme (second university degree or equivalent, or higher);
- (b) be enrolled in the final academic year of a first university degree programme (minimum bachelor's level or equivalent); or
- (c) have graduated with a university degree (as defined above)

2. Applicants must:

- (a) be computer literate in standard software applications.
- (b) have a demonstrated keen interest in the work of the United Nations and have a personal commitment to the ideals of the UN Charter; and
- (c) have a demonstrated ability to successfully interact with individuals of different cultural backgrounds and beliefs, which include willingness to try and understand and be tolerant of differing opinions and views.

Work Experience

No working experience is required to apply for the United Nations Internship Programme. Your training, education, advance course work or skills should benefit the United Nations during your internship.

Languages

English and French are the working languages of the United Nations Secretariat; and English is the working language of UN RCO Eswatini

For this position, fluency in English is required.

Note: "Fluency" equals a rating of 'fluent' in all four areas (speak, read, write, and understand) and "Knowledge of" equals a rating of 'confident' in two of the four areas.

Assessment

Potential candidates will be contacted by the hiring manager directly for further consideration.

Special Notice

A completed online application must include, beside the mandatory Personal History Profile, a Cover Note mentioning the following:

- Degree Programme (what are you currently studying?).
- Graduation Date (when will you graduate or when did you graduate from the programme?).
- List of the IT skills and programmes that you are proficient in.
- List of your top three areas of interest.
- Explanation of why you are the best candidate for this specific internship.
- Explanation of your interest in the United Nations Internship Programme. In your online Personal History Profile, be sure to include all past work experiences, IT skills, and three references.

Incomplete applications will not be reviewed.

United Nations Considerations

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According to article 101, paragraph 3, of the Charter of the United Nations, the paramount consideration in the employment of the staff is the necessity of securing the highest standards of efficiency, competence, and integrity. Candidates will not be considered for employment with the United Nations if they have committed violations of international human rights law, violations of international humanitarian law, sexual exploitation, sexual abuse, or sexual harassment, or if there are reasonable grounds to believe that they have been involved in the commission of any of these acts. The term “sexual exploitation” means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. The term “sexual abuse” means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. The term “sexual harassment” means any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment, and when the gravity of the conduct warrants the termination of the perpetrator’s working relationship. Candidates who have committed crimes other than minor traffic offences may not be considered for employment.

Due regard will be paid to the importance of recruiting the staff on as wide a geographical basis as possible. The United Nations places 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. The United Nations Secretariat is a non-smoking environment.

The paramount consideration in the appointment, transfer, or promotion of staff shall be the necessity of securing the highest standards of efficiency, competence, and integrity. By accepting an offer of appointment, United Nations staff members are subject to the authority of the Secretary-General and assignment by him or her to any activities or offices of the United Nations in accordance with staff regulation 1.2 (c). In this context, all internationally recruited staff members shall be required to move periodically to discharge new functions within or across duty stations under conditions established by the Secretary-General.

Applicants are urged to follow carefully all instructions available in the online recruitment platform, *inspira*. For more detailed guidance, applicants may refer to the Manual for the Applicant, which can be accessed by clicking on “Manuals” hyper-link on the upper right side of the *inspira* account-holder homepage.

The evaluation of applicants will be conducted on the basis of the information submitted in the application according to the evaluation criteria of the job opening and the applicable internal legislations of the United Nations including the Charter of the United Nations, resolutions of the General Assembly, the Staff Regulations and Rules, administrative issuances and guidelines. Applicants must provide complete and accurate information pertaining to their personal profile and qualifications according to the instructions provided in *inspira* to be considered for the current job opening. No amendment, addition, deletion, revision or modification shall be made to applications that have been submitted. Candidates under serious consideration for selection will be subject to reference checks to verify the information provided in the application.

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Job openings advertised on the Careers Portal will be removed at 11:59 p.m. (New York time) on the deadline date.

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.

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2. UNITED NATIONS. Duty Station: Yaoundé, Cameroon

Job Opening

Posting Title:	INTERN - HUMAN RIGHTS, I (Temporary Job Opening)
Job Code Title:	INTERN - HUMAN RIGHTS
Department/Office:	Office of the High Commissioner for Human Rights
Duty Station:	Yaoundé, Cameroon
Posting Period:	3 meses
Job Opening Number:	
Staffing Exercise	N/A

United Nations Core Values: Integrity, Professionalism, Respect for Diversity

Org. Setting and Reporting

The Office of the High Commissioner for Human Rights (OHCHR) Central Africa Regional Office offers a human rights internship program which aims at providing students with the opportunity to acquire direct exposure to OHCHR's activities related to the promotion and protection of human rights in the region. It is designed to complement political and legal-oriented studies with practical experience in various aspects.

The duration of an OHCHR internship is normally two months on a full-time basis - this may be exceptionally extended for a maximum period of six months.

Interns work five days per week (35 hours) under the supervision of a staff member in the department or office to which they are assigned.

Interns are not financially remunerated by the United Nations. Costs and arrangements for travel, visas, accommodation and living expenses are the responsibility of interns or their sponsoring institutions. The United Nations accepts no responsibility for the medical insurance of the intern or costs arising from injury, illness or death that may occur during an internship. Therefore, upon awarding an internship, candidates will be required to sign a statement confirming their understanding and acceptance of the conditions of service. Applicants for internship must show proof of valid medical insurance coverage to cover the full period of the internship at the duty station and provide a medical certificate of good health prior to the commencement of the internship. The United Nations accepts no responsibility for loss or damage to personal effects that may occur during the internship.

Responsibilities

Interns will have the opportunity to broaden their human rights experience and knowledge and be directly exposed to the work of the Office of the High Commissioner for Human Rights (OHCHR) Central Africa Regional Office and human rights related work in other UN agencies. Human rights interns get excellent exposure to the work of the entire office and will be able to participate to internal discussions about the Offices' issues and strategies. They participate and contribute to staff meetings and discussions, research human rights issues, draft papers and reports, develop and maintain information databases

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and provide support to other OHCHR activities including meetings and training events. The selected candidate will be able to work in coordination with various human rights officers covering various fields and areas of expertise (gender and women's rights, socio-economic rights, rule of law, etc.)

The ideal candidate would be able to work independently to assist in monitoring developments (human rights, politics, and conflict) in the region, in specific:

- Follow-up on human rights issues and cases in line with provisions of the treaty body mechanisms and special procedures.
- Assist in preparing a monthly review to give an overview of the human rights situation in the assigned region for inclusion in the office's monthly report.
- Assist in overseeing maintenance and further development of the office's information and resource tools and, where necessary, directly update and produce the information and resource tools.
- Contribute to the preparation of internal and external reports on the work of the Central Africa Regional Office.
- Attend and take notes in meetings and conferences as requested by the supervising Human Rights Officer.
- Assist the supervising Human Rights Officer in organizing workshops and activities related to the work of the office.
- Familiarize herself/himself with human rights mechanisms, conventions and Human Rights Council procedures.
- Carry out political and legal analysis of certain topics related to the Central Africa Regional Office. (e.g.: statelessness, migrant domestic workers, etc.).

Competencies

Professionalism: 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.

Communication: Speaks and writes clearly and effectively. Listens to others, correctly interprets messages from others and responds appropriately. Asks questions to clarify, and exhibits interest in having two-way communication. Tailors language, tone, style and format to match the audience. Demonstrates openness in sharing information and keeping people informed.

Teamwork: Works collaboratively with colleagues to achieve organizational goals. Solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others. Places team agenda before personal agenda. Supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position. Shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

Education

To qualify for an internship with the United Nations Internship Programme, the following conditions must be met:

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1. Applicants must:

- (a) be enrolled in a graduate school programme (second university degree or equivalent, or higher);
- (b) be enrolled in the final academic year of a first university degree programme (minimum bachelor's level or equivalent); or
- (c) have graduated with a university degree (as defined above)

2. Applicants must:

- (a) be computer literate in standard software applications.
- (b) have a demonstrated keen interest in the work of the United Nations and have a personal commitment to the ideals of the UN Charter; and
- (c) have a demonstrated ability to successfully interact with individuals of different cultural backgrounds and beliefs, which include willingness to try and understand and be tolerant of differing opinions and views.

Moreover, knowledge of African politics, history and economy will be considered as an asset.”

Work Experience

No working experience is required to apply for the United Nations Internship Programme. Your training, education, advance course work or skills should benefit the United Nations during your internship.

Languages

English and French are the working languages of the United Nations Secretariat; and English and French are the working language of OHCHR Central Africa Regional Office.

For this position, fluency in English and French is required.

Note: "Fluency" equals a rating of 'fluent' in all four areas (speak, read, write, and understand) and "Knowledge of" equals a rating of 'confident' in two of the four areas.

Assessment

Potential candidates will be contacted by the hiring manager directly for further consideration.

Special Notice

A completed online application must include, beside the mandatory Personal History Profile, a Cover Note mentioning the following:

- Degree Programme (what are you currently studying?).
- Graduation Date (when will you graduate or when did you graduate from the programme?).
- List of the IT skills and programmes that you are proficient in.
- List of your top three areas of interest.
- Explanation of why you are the best candidate for this specific internship.

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- Explanation of your interest in the United Nations Internship Programme. In your online Personal History Profile, be sure to include all past work experiences, IT skills, and three references.

Incomplete applications will not be reviewed.

United Nations Considerations

According to article 101, paragraph 3, of the Charter of the United Nations, the paramount consideration in the employment of the staff is the necessity of securing the highest standards of efficiency, competence, and integrity. Candidates will not be considered for employment with the United Nations if they have committed violations of international human rights law, violations of international humanitarian law, sexual exploitation, sexual abuse, or sexual harassment, or if there are reasonable grounds to believe that they have been involved in the commission of any of these acts. The term “sexual exploitation” means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. The term “sexual abuse” means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. The term “sexual harassment” means any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment, and when the gravity of the conduct warrants the termination of the perpetrator’s working relationship. Candidates who have committed crimes other than minor traffic offences may not be considered for employment.

Due regard will be paid to the importance of recruiting the staff on as wide a geographical basis as possible. The United Nations places 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. The United Nations Secretariat is a non-smoking environment.

The paramount consideration in the appointment, transfer, or promotion of staff shall be the necessity of securing the highest standards of efficiency, competence, and integrity. By accepting an offer of appointment, United Nations staff members are subject to the authority of the Secretary-General and assignment by him or her to any activities or offices of the United Nations in accordance with staff regulation 1.2 (c). In this context, all internationally recruited staff members shall be required to move periodically to discharge new functions within or across duty stations under conditions established by the Secretary-General.

Applicants are urged to follow carefully all instructions available in the online recruitment platform, *inspira*. For more detailed guidance, applicants may refer to the Manual for the Applicant, which can be accessed by clicking on “Manuals” hyper-link on the upper right side of the *inspira* account-holder homepage.

The evaluation of applicants will be conducted on the basis of the information submitted in the application according to the evaluation criteria of the job opening and the applicable internal legislations of the United Nations including the Charter of the United Nations, resolutions of the General Assembly, the Staff Regulations and Rules, administrative issuances and guidelines. Applicants must provide complete and accurate information

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pertaining to their personal profile and qualifications according to the instructions provided in inspira to be considered for the current job opening. No amendment, addition, deletion, revision or modification shall be made to applications that have been submitted. Candidates under serious consideration for selection will be subject to reference checks to verify the information provided in the application.

Job openings advertised on the Careers Portal will be removed at 11:59 p.m. (New York time) on the deadline date.

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.

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3. UNITED NATIONS. Duty Station: Sarajevo, Bosnia and Herzegovina

Terms of Reference for internship in Bosnia and Herzegovina

- Department/Office:** Office of the United Nations High Commissioner for Human Rights
- Duty Station:** Sarajevo, Bosnia and Herzegovina
- Posting Period:** July-December 2023

Organisation Setting and Reporting

The Office of the United Nations High Commissioner for Human Rights (OHCHR) is the United Nations Secretariat department responsible for strengthening international human rights mechanisms; enhancing equality and countering discrimination; combating impunity and strengthening accountability and the rule of law; integrating human rights in development and in the economic sphere; widening the democratic space; and early warning and protection of human rights in situations of conflict, violence and insecurity.

This announcement broadcasts an international internship assignment with the Senior Human Rights Adviser with the Office of the United Nations Resident Coordinator in Bosnia and Herzegovina. Deployed since 2021, the Senior Human Rights Adviser in Bosnia and Herzegovina advises the United Nations Resident Coordinator and the United Nations country team on human rights issues and works to advance the protection and promotion of human rights in the country, with a focus on prevention. Key priority areas are civic space, transitional justice, non-discrimination and support to national counterparts in relation to the United Nations human rights mechanisms.

Based in Sarajevo, Bosnia and Herzegovina, under the supervision of the Senior Human Rights Adviser, the intern reports to the latter.

The internship assignment shall be for a period of six (6) months, from July to December 2023.

At the United Nations, the paramount consideration in the recruitment and employment of staff is the necessity of securing the highest standards of efficiency, competence and integrity, with due regard to geographic diversity. All employment decisions are made on the basis of qualifications and organizational needs. The United Nations is committed to creating a diverse and inclusive environment of mutual respect. The United Nations recruits and employs staff regardless of age, 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.

This internship is an UNPAID and full-time engagement that provides a framework through which students from diverse academic backgrounds gain exposure to the work of the United Nations by way of their service within Secretariat entities. Applicants should have a demonstrated keen interest in the work of the United Nations with a personal commitment to the ideals of the Charter, and have the demonstrated ability to successfully

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interact with individuals of different cultural backgrounds and beliefs - which includes willingness to understand and be tolerant of differing opinions and views.

Applicants should indicate their present matriculation status and period of availability in the application cover letter.

Responsibilities

The intern shall support OHCHR in fulfilling its mission: to work for the promotion and protection of all human rights of all people in Bosnia and Herzegovina;

The daily responsibilities of the intern will include monitoring human rights developments in Bosnia and Herzegovina as well as developments (political, legislative) related to / affecting human rights.

The intern will focus on work related to discrimination and inequalities. In particular, the intern may contribute to research and to the preparations of internal and external documents (e.g. thematic analyses, briefing material, correspondence); attend meetings and events as requested, and take notes when relevant; support the organization of events; and perform other related duties as requested by the supervisor, as appropriate.

The intern will also support activities related to the commemoration of the 75th anniversary of the Universal Declaration of Human Rights.

Competencies

PROFESSIONALISM: 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.

COMMUNICATION: Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify, and exhibits interest in having two-way communication; tailors language, tone, style and format to match the audience; demonstrates openness in sharing information and keeping people informed.

TEAMWORK: Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

CLIENT ORIENTATION: Considers all those to whom services are provided to be "clients" and seeks to see things from clients' point of view; establishes and maintains productive partnerships with clients by gaining their trust and respect; identifies clients' needs and matches them to appropriate solutions; monitors ongoing developments inside and outside the clients' environment to keep informed and anticipate problems; keeps clients informed of progress or setbacks in projects; meets timeline for delivery of products or services to client.

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Education

To qualify for the United Nations Secretariat internship programme, applicants must, at the time of submission, be a graduate or enrolled in a graduate school programme (i.e. Master's degree or equivalent degree, or higher) or, be a graduate or enrolled in the final academic year of a first-level university degree programme (i.e. Bachelor's degree or equivalent degree) preferably in the area of law, political science, international relations, social sciences or a related field, OR have graduated with a university degree as defined above and, if selected, must commence the internship on the date specified in the Acceptance letter.

Work Experience

Applicants are not required to have professional work experience for participation in the programme.

Languages

English and French are the working languages of the United Nations Secretariat. For this internship, fluency in English is required.

Assessment

Incomplete applications/personal history profiles (PHPs) will not be reviewed. The Senior Human rights Adviser in Bosnia and Herzegovina, as hiring manager, will directly contact short-listed applicants for an interview. For this reason, in the application cover letter it is important that you:

- Specify your general interest in OHCHR and human rights issues, particularly in Bosnia and Herzegovina;
- Indicate the scheduled graduation for university study currently underway or more or actual graduation date for recently obtained degree;
- Indicate information technology (IT) skills and programmes in which you are proficient;
- Specify your period of availability and earliest commencement date; and
- Provide three references in support of submission.

Download the Universal Declaration of Human Rights (UDHR), which is available for the hearing impaired, in the official United Nations working languages at:

For English click here on

<https://www.ohchr.org/EN/UDHR/Pages/Language.aspx?LangID=eng>

For French click here on

<https://www.ohchr.org/EN/UDHR/Pages/Language.aspx?LangID=frn>

Special Notice

FAMILY RELATIONS: Applicants who are children or siblings of a staff member shall not be eligible to apply for an internship at the United Nations. For the purpose of participation in the internship programme, "child" means: (a) the child of a staff member; (b) the child of the spouse of a staff member (stepchild); or (c) the son- or daughter-in-law of a staff member. "Sibling" includes a half-sibling or step-sibling.

CONDITIONS AND TERMS: Download the Secretariat United Nations Internship

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programme administrative policy in either of the Organization's official working languages (i.e. English and French) at: <http://undocs.org/ST/AI/2020/1>

APPLICATION PROCESS: You may view the full list of United Nations Secretariat employment opportunities at: <https://careers.un.org>. Qualified individuals who have created an Inspira account may apply directly at: <https://inspira.un.org/>

WORKING HOURS: Interns must adhere to the established weekly working hours of the duty station where the assignment is located. Working hours shall not exceed 5 days per week (40 hours), including one hour lunch break.

United Nations Considerations

According to article 101, paragraph 3, of the Charter of the United Nations, the paramount consideration in the employment of the staff is the necessity of securing the highest standards of efficiency, competence, and integrity. Candidates will not be considered for employment with the United Nations if they have committed violations of international human rights law, violations of international humanitarian law, sexual exploitation, sexual abuse, or sexual harassment, or if there are reasonable grounds to believe that they have been involved in the commission of any of these acts. The term “sexual exploitation” means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. The term “sexual abuse” means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. The term “sexual harassment” means any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment, and when the gravity of the conduct warrants the termination of the perpetrator’s working relationship. Candidates who have committed crimes other than minor traffic offences may not be considered for employment.

Due regard will be paid to the importance of recruiting the staff on as wide a geographical basis as possible. The United Nations places 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. The United Nations Secretariat is a non-smoking environment.

The paramount consideration in the appointment, transfer, or promotion of staff shall be the necessity of securing the highest standards of efficiency, competence, and integrity. By accepting an offer of appointment, United Nations staff members are subject to the authority of the Secretary-General and assignment by him or her to any activities or offices of the United Nations in accordance with staff regulation 1.2 (c). In this context, all internationally recruited staff members shall be required to move periodically to discharge new functions within or across duty stations under conditions established by the Secretary-General.

Applicants are urged to follow carefully all instructions available in the online recruitment platform, *inspira*. For more detailed guidance, applicants may refer to the Manual for the Applicant, which can be accessed by clicking on “Manuals” hyper-link on the upper right side of the *inspira* account-holder homepage.

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The evaluation of applicants will be conducted on the basis of the information submitted in the application according to the evaluation criteria of the job opening and the applicable internal legislations of the United Nations including the Charter of the United Nations, resolutions of the General Assembly, the Staff Regulations and Rules, administrative issuances and guidelines. Applicants must provide complete and accurate information pertaining to their personal profile and qualifications according to the instructions provided in inspira to be considered for the current job opening. No amendment, addition, deletion, revision or modification shall be made to applications that have been submitted. Candidates under serious consideration for selection will be subject to reference checks to verify the information provided in the application.

Job openings advertised on the Careers Portal will be removed at 11:59 p.m. (New York time) on the deadline date.

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4. UNITED NATIONS. Duty Station: Tegucigalpa, Honduras

Job Opening

Posting Title:	INTERN - HUMAN RIGHTS, I (Temporary Job Opening)
Job Code Title:	INTERN - HUMAN RIGHTS
Department/Office:	Office of the High Commissioner for Human Rights
Duty Station:	Tegucigalpa, Honduras
Posting Period:	6 meses (junio-diciembre)
Job Opening Number:	
Staffing Exercise	N/A

United Nations Core Values: Integrity, Professionalism, Respect for Diversity

Org. Setting and Reporting

The Office of the High Commissioner for Human Rights (OHCHR) in Honduras offers a human rights internship program which aims at providing students with the opportunity to acquire direct exposure to OHCHR's activities related to the promotion and protection of human rights in the region.

This announcement broadcasts international internship assignments with the OHCHR Country Office in Honduras (OHCHR-Honduras). OHCHR-Honduras was established in 2015, following the signature of an agreement with the Government of Honduras, with the following mandate: (a) observe and report on the human rights situation in the country in order to advise Honduran authorities in the formulation and implementation of policies, programs and measures that contribute to the promotion and protection of human rights; (b) provide technical support and assistance in the area of human rights to State institutions to advance the respect and guarantee of human rights; (c) provide advice and support to civil society and victims of human rights violations to strengthen their human rights capacities, including the use of national and international protection mechanisms; and (d) promote compliance by the State with the recommendations and decisions of UN human rights bodies and mechanisms, or those of other international organizations, providing guidance for the adoption of specific compliance measures. OHCHR-Honduras has four thematic units: (a) Accountability and Rule of Law; (b) Economic, Social, Cultural and Environmental Rights Unit; (c) Civic Space and Participation; and (d) Non-Discrimination. In addition, the Office has a crosscutting line of interventions on early warning/early action and prevention and mitigation of social conflict.

Based in Tegucigalpa, Honduras, intern reports to the Human Rights Officer in the assigned work unit(s), under the overall guidance of the Deputy Head of Office. This assignment shall be offered for an initial period of three (3) months, renewable for a combined period of six (6) months, upon further approval by the supervisor, with an initial commencement date ranging/starting from May 2023 to April 2023.

Interns work five days per week (35 hours) under the supervision of a staff member in the department or office to which they are assigned. Interns are not financially remunerated by the United Nations. This internship is an UNPAID and full-time engagement that provides

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a framework through which students from diverse academic backgrounds gain exposure to the work of the United Nations by way of their service within Secretariat entities. Costs and arrangements for travel, visas, accommodation and living expenses are the responsibility of interns or their sponsoring institutions. The United Nations accepts no responsibility for the medical insurance of the intern or costs arising from injury, illness or death that may occur during an internship. Therefore, upon awarding an internship, candidates will be required to sign a statement confirming their understanding and acceptance of the conditions of service. Applicants for internship must show proof of valid medical insurance coverage to cover the full period of the internship at the duty station and provide a medical certificate of good health prior to the commencement of the internship. The United Nations accepts no responsibility for loss or damage to personal effects that may occur during the internship.

Responsibilities

Interns will have the opportunity to broaden their human rights experience and knowledge and be directly exposed to the work of the Office of the High Commissioner for Human Rights (OHCHR) and human rights related work in other UN agencies. Human rights interns get excellent exposure to the work of the entire office and will be able to participate to internal discussions about the Offices' issues and strategies. They participate and contribute to staff meetings and discussions, research human rights issues, draft papers and reports, develop and maintain information databases and provide support to other OHCHR activities including meetings and training events. The selected candidate will be able to work in coordination with various human rights officers covering various fields and areas of expertise (gender and women's rights, socio-economic rights, rule of law, etc.)

The daily responsibilities of intern will depend on the area of assignment and the individual's background. Duties may include but are not limited to the following:

- Provide support for the implementation of OHCHR-Honduras programs and initiatives, including assisting in the planning and execution of activities, workshops, and events;
- Conduct research and analysis on human rights issues, including monitoring and reporting on developments related to civil, political, economic, social, cultural and environmental rights;
- Assist in the preparation of minutes, notes, reports, briefings, and other written materials;
- Assist in the coordination and communication with key stakeholders, including civil society organizations, government officials, and others;
- Provide support in organizing and conducting field visits and meetings with human rights actors and communities to gather information and assess human rights situations;
- Contribute to the implementation of strategies to promote and protect human rights in Honduras;
- Provide administrative and logistical support, as needed, for the smooth functioning of the Office;
- Provide other relevant support to the Office.

Competencies

Professionalism: Shows pride in work and in achievements. Demonstrates professional competence and mastery of subject matter. Is conscientious and efficient in meeting

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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.

Communication: Speaks and writes clearly and effectively. Listens to others, correctly interprets messages from others and responds appropriately. Asks questions to clarify, and exhibits interest in having two-way communication. Tailors language, tone, style and format to match the audience. Demonstrates openness in sharing information and keeping people informed.

Teamwork: Works collaboratively with colleagues to achieve organizational goals. Solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others. Places team agenda before personal agenda. Supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position. Shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

Education

To qualify for an internship with the United Nations Internship Programme, the following conditions must be met:

1. Applicants must:

- (a) be enrolled in a graduate school programme (second university degree or equivalent, or higher);
- (b) be enrolled in the final academic year of a first university degree programme (minimum bachelor's level or equivalent); or
- (c) have graduated with a university degree (as defined above)

2. Applicants must:

- (a) be computer literate in standard software applications.
- (b) have a demonstrated keen interest in the work of the United Nations and have a personal commitment to the ideals of the UN Charter; and
- (c) have a demonstrated ability to successfully interact with individuals of different cultural backgrounds and beliefs, which include willingness to try and understand and be tolerant of differing opinions and views.

Work Experience

No working experience is required to apply for the United Nations Internship Programme. Your training, education, advance course work or skills should benefit the United Nations during your internship.

Languages

English and French are the working languages of the United Nations Secretariat; and Spanish is the working language of OHCHR Honduras. For this internship fluency in Spanish (both oral and written) is required. Knowledge of English is highly desirable. Knowledge of another United Nations official language is an advantage.

Note: "Fluency" equals a rating of 'fluent' in all four areas (speak, read, write, and understand) and "Knowledge of" equals a rating of 'confident' in two of the four areas.

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Assessment

Potential candidates will be contacted by the hiring manager directly for further consideration. OHCHR-Honduras hiring managers will directly contact short-listed applicants for an interview.

Special Notice

A completed online application must include, beside the mandatory Personal History Profile, a Cover Note mentioning the following:

- Explanation of your interest in the United Nations Internship Programme and specifically your interest to work on human rights in Honduras.
- Explanation of why you are the best candidate for this specific internship.
- Degree Programme (what are you currently studying?).
- Graduation Date (when will you graduate or when did you graduate from the programme?).
- List of the IT skills and programmes that you are proficient in.
- Your period of availability and earliest commencement date

In your online Personal History Profile, be sure to include all past work experiences, IT skills, and three references.

Incomplete applications will not be reviewed.

United Nations Considerations

According to article 101, paragraph 3, of the Charter of the United Nations, the paramount consideration in the employment of the staff is the necessity of securing the highest standards of efficiency, competence, and integrity. Candidates will not be considered for employment with the United Nations if they have committed violations of international human rights law, violations of international humanitarian law, sexual exploitation, sexual abuse, or sexual harassment, or if there are reasonable grounds to believe that they have been involved in the commission of any of these acts. The term “sexual exploitation” means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. The term “sexual abuse” means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. The term “sexual harassment” means any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment, and when the gravity of the conduct warrants the termination of the perpetrator’s working relationship. Candidates who have committed crimes other than minor traffic offences may not be considered for employment.

Due regard will be paid to the importance of recruiting the staff on as wide a geographical basis as possible. The United Nations places 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. The United Nations Secretariat is a non-smoking environment.

The paramount consideration in the appointment, transfer, or promotion of staff shall be the necessity of securing the highest standards of efficiency, competence, and integrity. By

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accepting an offer of appointment, United Nations staff members are subject to the authority of the Secretary-General and assignment by him or her to any activities or offices of the United Nations in accordance with staff regulation 1.2 (c). In this context, all internationally recruited staff members shall be required to move periodically to discharge new functions within or across duty stations under conditions established by the Secretary-General.

Applicants are urged to follow carefully all instructions available in the online recruitment platform, *inspira*. For more detailed guidance, applicants may refer to the Manual for the Applicant, which can be accessed by clicking on “Manuals” hyper-link on the upper right side of the *inspira* account-holder homepage.

The evaluation of applicants will be conducted on the basis of the information submitted in the application according to the evaluation criteria of the job opening and the applicable internal legislations of the United Nations including the Charter of the United Nations, resolutions of the General Assembly, the Staff Regulations and Rules, administrative issuances and guidelines. Applicants must provide complete and accurate information pertaining to their personal profile and qualifications according to the instructions provided in *inspira* to be considered for the current job opening. No amendment, addition, deletion, revision or modification shall be made to applications that have been submitted. Candidates under serious consideration for selection will be subject to reference checks to verify the information provided in the application.

Job openings advertised on the Careers Portal will be removed at 11:59 p.m. (New York time) on the deadline date.

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.

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5. TATU Project. Duty Station: Moshi (Kilimanjaro) and Msitu wa Tembo (Manyara), Tanzania.

TÍTULO DEL PUESTO: Coordinador/-a del Programa de agua y medio ambiente

DATOS DE LA ENTIDAD RECEPTORA O DE ACOGIDA.

TATU Project. Puesto ubicado en Moshi (Kilimanjaro) y Msitu wa Tembo (Manyara), en Tanzania.

PROGRAMAS O PROYECTOS DE VOLUNTARIADO REALIZADOS EN LOS ÚLTIMOS 2 AÑOS POR LA ENTIDAD.

- El Programa WE (Empoderamiento de la mujer): incluye proyectos WE Care (Kilipads), WE Thrive (bicycle workshop, Microlending, Whole sale shop, bisutería MASAA), WE Grow (formaciones y UTaweza, contra violencia de género).
- El Programa AFYA (Salud): incluye proyectos de promotoras rurales de salud, salud y deporte en escuelas, mejoras del dispensario y atención domiciliaria.
- El Programa Environment (Medio ambiente): incluye reforestación y clubes medioambientales.
- El Programa MAJI (Agua): incluye acceso y distribución (pozos y gobernanza).

ENLACES DE LA ENTIDAD.

<https://www.tatuproject.org/> , también en: [Facebook](#), [Twitter](#) e [Instagram](#)

OBJETIVOS DEL PUESTO.

Investigación para mejorar las bases de los proyectos, diseño y propuesta de nuevas acciones relacionadas con agua limpia y segura, cuidado del entorno, y agro silvicultura. Participación en charlas, talleres y logística.

ACTORES Y BENEFICIARIOS DE LA ACCIÓN VOLUNTARIA.

Comités de Gestión del agua, Clubes medioambientales en los colegios y viveros comunitarios. Potencialmente, toda la comunidad de Msitu Wa Tembo y Londoto (unos 7.000 habitantes) es beneficiaria de las acciones.

FUNCIONES DE LA PERSONA VOLUNTARIA.

Detalle de tareas específicas que desarrollará bajo la supervisión del tutor/-a asignado/-a

- Comprender la problemática tanto de acceso a agua limpia y segura como problemas medioambientales (sequía, inundaciones estacionales, gestión de residuos) y discutir soluciones en equipo.
- Crear contenido para formaciones, informes, campañas de financiación, ejecutar sistemas de monitoreo y evaluación, incluir información en bases de datos.

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En concreto se prevé:

- Campaña de tratamiento de agua en la comunidad durante el período de lluvias corto.
- Formación en recogida de agua de lluvia, en noviembre.
- Campaña de higiene en los colegios de primaria al inicio del año.
- Encuesta de higiene y formaciones relacionadas en la comunidad, en colaboración con el gobierno local y su campaña sobre acceso a letrinas.
- Proyecto piloto de plantación de un tipo de hierba que ayude a fijar el suelo durante el período de lluvias corto.
- Plantación de árboles y más hierba durante el período de lluvias largo.
- Campañas de concientización medioambiental en colegios y comunidad.
- Campaña trash-free en colegios y comunidad.
- Expansión de los viveros de árboles en colegios.

PERFIL ACADÉMICO y APTITUDES DE LA PERSONA VOLUNTARIA.

Desglose del perfil académico, así como de las capacidades técnicas y aptitudes o habilidades importantes.

- **Perfil académico:** Ciencias Ambientales, Biología, Geografía e Ingenierías relacionadas.
- **Capacidades / habilidades / aptitudes:** inglés B2, flexibilidad, análisis crítico, gestión de proyectos, trabajo en equipo.

INFORMACIÓN ADICIONAL.

Detalles sobre las fechas del puesto y apoyos adicionales para la integración de la persona voluntaria.

- **Duración del puesto de voluntariado: 2 puestos de voluntariado**
 3 meses / 6 meses
 - **Fechas de inicio y fin del puesto de voluntariado:** septiembre-noviembre.
 - **Detalles adicionales sobre el puesto o el contexto local:** oficina y alojamiento de TATU Project en Moshi, y entre 1 y 3 visitas semanales a los proyectos en Msitu Wa Tembo.
- NOTA: La persona voluntaria tiene derecho a 2 días hábiles de vacaciones por cada mes de voluntariado. En caso de cierre de la oficina durante la fecha de voluntariado, las vacaciones se harán coincidir con dicho cierre (descanso en Navidad aproximadamente del 21 de diciembre al 2 de enero).

La persona voluntaria seleccionada para este puesto recibirá una carta de aceptación de la entidad de acogida, y firmará una carta de compromiso por la cual queda comprometida a cumplir las fechas indicadas para este puesto.

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6. Centro Berit. Duty Station: Uruguay

DURACIÓN: 3 meses

PERFIL ACADÉMICO y APTITUDES DE LA PERSONA VOLUNTARIA

Perfil académico: Formación en Educación social, Psicología comunitaria, Ciencias Sociales Capacidades / habilidades / aptitudes:

- Facilidad para el trabajo en equipo, habilidad para generar y sostener vínculos
- Creatividad, flexibilidad y facilidad de adaptación
- Sensibilidad social y actitud empática
- Compromiso y responsabilidad con personas y tareas
- Capacidad de liderazgo (gestión y organización)
- Experiencia en elaboración y ejecución de proyectos socioeducativos
- Herramientas prácticas y académicas para el desarrollo de proyectos de intervención

Se valorará experiencia de trabajo con niños, adolescentes, jóvenes, adultos, personas en situación de vulnerabilidad social.

FUNCIONES DE LA PERSONA VOLUNTARIA

- Atención a estudiantes (asistencia, realización de entrevistas, etc.)
- Coordinación de equipos de trabajo con estudiantes (reuniones, seguimiento, etc.)
- Reuniones de equipo de trabajo.
- Realización de proyectos de intervención socio educativa en distintos contextos vulnerables.
- Diseño y ejecución de talleres para potenciar herramientas recreativas, educativas y de desarrollo social.
- Apoyo de procesos educativos grupales.
- Sistematización de experiencias de extensión universitaria.
- Aportar reflexiones con relación a la intervención comunitaria en el ámbito universitario.

FECHA DE INICIO Y FIN: entre junio a noviembre 2023

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