

I. Position Information		
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Job Title:	Senior Human Rights/Elimination of Violence against women (EVAW) Specialist, “Connecting Women, Defending Rights”	Current Grade: SB4
Department:	UN Women Brazil Country Office	
Reports to (Title/Level):	Project Manager	
Duty station:	Brasília, Brazil	

II. Organizational Context

UN Women, grounded in the vision of equality enshrined in the Charter of the United Nations, works for the elimination of discrimination against women and girls; the empowerment of women; and the achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security.

UN Women Country Programme is implemented framework of national development priorities and supports the implementation of the international commitments on women’s human rights, which Brazil is signatory to. The Country Office prioritizes the mitigation of the consequences of COVID-19 pandemic on Brazilian women making it a cross-cutting perspective to all outcome areas and considering race, ethnic and regional perspectives. The three key areas of work of UN Women in Brazil support the achievement of the following three results:

- 1) Women lead, participate in, and benefit equally from governance systems.
- 2) Women have income security, decent work, and economic autonomy.
- 3) All women and girls live a life free from all forms of violence.

The project “Connecting Women, Defending Rights” aims at supporting Women Human Rights Defenders (WHRDs) in Brazil in their efforts to advance and sustain prevention and response to human rights violations and violence against women and girls. The project enables conditions for WHRDs to strengthen solidarity, skills, and communication among WHRDs for early warning and self-protection against threats and violence. Specifically, the action (1) provides WHRDs with safe spaces to develop collective action, advocacy, and protection strategies and (2) influences public outreach to address harmful stereotypes and hate-speech.

Reporting to the Project Manager, the Senior Human Rights/EVAW Specialist provides effective policy and technical support to the project and makes contribution to the UN Women Brazil Country Office Portfolio by contributing to the programme/project design, formulation, implementation, monitoring, evaluation, and knowledge management. The Senior Human Rights/EVAW Specialist will provide capacity building to Country Office and project staff; establish and strengthen partnerships; and develop relevant knowledge products on human rights and rights of women human rights defenders.

III. Functions

1. **Provide technical contribution to the development of programmes in support of Women Human Rights Defenders and Elimination of Violence against Women (EVAW)**
 - Draft the development of country programme documents in support of Women Human Rights Defenders and EVAW
 - Provide technical inputs to programme proposals from country office.
 - Provide advice on contextualizing/ localizing programme documents, country strategies, and knowledge products.
 - Coordinate monitoring and reporting for programme in support of Women Human Rights Defenders and EVAW.
2. **Provide capacity building support to Country Office team and partners.**
 - Provide substantive technical and policy support to country office programme team in developing and strengthening programme to support the implementation of global norms and standards on women human rights defenders and EVAW.
 - Develop, implement, and monitor capacity building initiatives.
 - Provide technical support to partners on implementation of activities of the programme
 - Provide technical advice to Project Manager of the programme.
3. **Contribute to strengthening strategic partnerships with stakeholders, UN agencies, federal, sub-national and municipal governments, and civil society partners.**
 - Build and maintain alliances and strategic partnerships in support of Women Human Rights Defenders, and EVAW focusing on UN, government, and civil society.
 - Produce periodic updates and briefs on the situation of Women Human Rights Defenders and EVAW to be used by stakeholders and CO.
 - Provide technical inputs and contribute to the UN inter-agency mechanisms on human rights and EVAW; represent UN Women in technical meetings if necessary.
 - Maintain close contact with relevant staff in UN Women LAC Regional Office and HQ.
4. **Contribute to the resource mobilization strategy of the Country Office.**
 - Participate in the implementation, monitoring and periodic updating of the resource mobilization strategy in support of Women Human Rights Defenders and EVAW
 - Provide technical support to mobilizing resources.
 - Research and analyze information on donors; prepare substantive briefs on possible areas of cooperation.
5. **Contribute to the design of initiatives in support of Women Human Rights Defenders and EVAW and the development of relevant knowledge products.**
 - Provide technical inputs to strategic planning and positioning of support to women human rights defenders and EVAW.
 - Work closely with and provide advice to UN Agencies, civil society and government bodies and that influence policies related to human rights and EVAW and where necessary represent UN Women.

- Research, develop and present analytical updates, briefing notes, background papers, summaries, correspondence, and knowledge products on the rights of women human rights defenders and EAW.
- Identify promising practices, technical expertise, and strategic opportunities.

6. Contribute to knowledge building and sharing on Women Human Rights Defenders and EAW

- Identify and disseminate lessons learnt and good practices on supporting women human rights defenders and EAW.
- Ensure technical skills and knowledge are shared within and among Country office’s projects and Outcome areas, as well as with the UN agencies.

IV. Key Performance Indicators

- Timely and quality inputs to programme design
- Timely and quality inputs to workplans and budgets
- Adherence to UN Women standards and rules
- Timely monitoring and tracking of programme results and finances
- Timely organization of events
- Number of knowledge products developed

V. Competencies

Core Values:

- Respect for Diversity
- Integrity
- Professionalism

Core Competencies:

- Awareness and Sensitivity Regarding Gender Issues
- Accountability
- Creative Problem Solving
- Effective Communication
- Inclusive Collaboration
- Stakeholder Engagement
- Leading by Example

Functional Competencies

- Excellent knowledge of gender equality human rights and elimination of violence against women
- Strong knowledge of the country
- Excellent networking skills
- Ability to effectively interact with parliament, judiciary, government, and civil society.
- Ability to perform qualitative and quantitative analysis.
- Ability to advocate and provide technical advice.
- Excellent analytical skills.
- Ability to write technical papers, speeches, briefings.
- Strong knowledge of programme development, implementation, results-based management and reporting

VI. Recruitment Qualifications

Education and certification:	<ul style="list-style-type: none"> ▪ Post-Graduation courses (Lato Sensu: MBAs or Specializations and/or Stricto Sensu: Master’s or Doctor’s degree) or equivalent in gender, human rights, international relations or other social science fields, or additional 04 years of relevant technical experience to the post, beyond the requirement, is required
Experience:	<ul style="list-style-type: none"> ▪ At least 7 years of relevant work experience in development programme/project implementation, coordination, monitoring and evaluation, donor reporting and capacity building. ▪ Experience in the gender equality, elimination of violence against women and human rights ▪ Experience coordinating and liaising with government agencies and/or donors is an asset. ▪ Experience in intersectional approach to human rights is an asset
Language Requirements:	<ul style="list-style-type: none"> ▪ Fluency in English and Portuguese is required ▪ Excellent writing skills ▪ Knowledge of the other UN official working language is an asset