

**Organization for Security and Co-operation in Europe**

ENGLISH only

Vacancy Notice Number: VNHCNP00137
Vacancy Type: International Contracted
Field of Expertise: POLITICAL AFFAIRS
Post Title: SENIOR ADVISER
Grade: P4
OSCE Mission/Institution: OSCE High Commissioner on National Minorities
Duty Station: The Hague
No. of Positions: 1
Date of Entry on Duty: As soon as possible
Vacancy Notice Issue Date: 21-May-2020
Deadline for Application: 24-Jun-2020

This job advertisement (or a similar one) will be published in 2022 again.

Background:

The OSCE has a comprehensive approach to security that encompasses politico-military, economic and environmental, and human aspects. It therefore addresses a wide range of security-related concerns, including arms control, confidence- and security-building measures, human rights, combating human trafficking, national minorities, democratization, policing strategies, counter-terrorism and economic and environmental activities. All 57 participating States enjoy equal status, and decisions are taken by consensus on a politically, but not legally binding basis.

The OSCE High Commissioner on National Minorities (HCNM) promotes conflict prevention and integration of diverse societies. HCNM was established to identify and seek early resolution of ethnic tensions that might endanger peace, stability or friendly relations between OSCE participating States.

Tasks and Responsibilities:

Under the supervision of the Head of Section dealing primarily with Eastern Europe, Caucasus and Central Asia, as Senior Adviser, you will be performing the following duties:

1. Advising the High Commissioner on national minority and other issues in her/his area of responsibility;
2. Analysing information related to national minorities and inter-ethnic relations in the assigned geographic region, determining issues that could lead to tensions and should be addressed - including thematic priorities - and formulating recommendations;
3. Drafting briefing notes, correspondence and providing input to speeches of the High Commissioner;
4. Accompanying the High Commissioner on country visits and preparing briefing papers, speaking notes and background information in advance of a visit, examining recent developments and identifying problematic areas for the High Commissioner to address in a given country;
5. In consultation with the relevant project officers identifying areas where project activity can contribute to the fulfilment of the High Commissioners' mandate;
6. Providing advice on the development of the thematic work of the High Commissioner;
7. Representing the HCNM at seminars, conferences and meetings on political, social or other issues relating to national minorities;

8. Establishing and maintaining contacts, as necessary, with governmental and international organizations (inter alia the Council of Europe, the EU, the United Nations and its specialized agencies), as well as non-governmental organizations on issues pertaining to national minorities.

For more detailed information on the work of the OSCE High Commissioner on National Minorities, please see <https://www.osce.org/hcnm>

Necessary Qualifications:

- Second-level university degree in Political Science, International Relations, International Law, Sociology, Conflict Studies or other relevant field; a first-level university degree in combination with two years of additional qualifying experience may be considered in lieu of the second-level university degree;
- A minimum of eight years of progressively responsible professional experience in dealing with human rights, international relations, public administration or other related fields, including three years at the international level;
- Thorough knowledge of international relations, diplomacy, international security issues, international law and human rights; knowledge of minority issues and inter-ethnic relations is strongly preferred;
- Excellent analytical skills; ability to work with minimum supervision;
- Professional fluency in English, including drafting skills, is essential, and a working knowledge of Russian is an asset;
- In-depth knowledge of Eastern Europe, Caucasus and Central Asia is required;
- Good communication skills, resourcefulness, team spirit, and initiative;
- Ability to work independently but also as part of a team;
- Ability to establish and maintain effective working relations with people of diverse cultural and religious backgrounds, gender, and political views, while remaining impartial and objective;
- Computer literacy.

Remuneration Package:

Monthly remuneration is approximately EUR 7,783, depending on post adjustment and family status. OSCE salaries are exempt from taxation in the Netherlands. Social benefits will include possibility of participation in the Cigna medical insurance scheme and the OSCE Provident Fund. Other allowances and benefits are similar to those offered under the United Nations Common System.

Please note that appointments are normally made at step 1 of the applicable OSCE salary scale.

If you wish to apply for this position, please use the OSCE's online application link found at <https://jobs.osce.org/vacancies>.

The OSCE retains the discretion to re-advertise/re-post the vacancy, to cancel the recruitment, to offer an appointment at a lower grade or to offer an appointment with a modified job description or for a different duration.

Only those applicants who are selected to participate in the subsequent stages of recruitment will be contacted.

Please note that vacancies in the OSCE are open for competition only amongst nationals of participating States, please visit <http://www.osce.org/states>.

The OSCE is committed to diversity and inclusion within its workforce, and encourages qualified female and male candidates from all religious, ethnic and social backgrounds to apply to become a part of the Organization.

The OSCE is a non-career organization committed to the principle of staff rotation, therefore the maximum period of service in this post is 7 years.

Please be aware that the OSCE does not request payment at any stage of the application and review process.