

UNITED NATIONS DEVELOPMENT PROGRAMME
EXTERNAL VACANCY ANNOUNCEMENT No. UNDP/SC/2009/003



Date of Issue: 21 January 2009
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Post Title : Rule of Law Officer
Office/Dept : Governance / UNDP Liberia
Contract Type : Service Contract (SC-9)
Duty Station : Monrovia, Liberia
Duration of assignment: Twelve -months (Renewable)
Starting Date : Immediately

This vacancy is open to applicants of either sex. Preference will be given to equally qualified women candidates.

II. Organizational Context

There is a strong recognition that significant weaknesses in governance, justice and security institutions of Liberia were key factors in causing the crises that have haunted this country over the past decades. Civil war, widespread human rights abuses and mismanagement have resulted in immense human suffering, the deepening of poverty, and the erosion of the rule of law. Likewise, Liberia's Poverty Reduction Strategy (PRS) 2008-11 recognizes that while important gains have been made since the end of the war in 2003, the country continues to suffer from an absence of justice, weak public institutions, corruption, and a lack of human capacity to quickly remedy these deficiencies.

Through the PRS, the Government of Liberia (GoL) has expressed its resolve to address the weaknesses of the state that have driven poverty, instability and conflict. Importantly, the Government has highlighted the importance of the rule of law for consolidating peace. Effective and accountable legal and justice institutions, access to justice, and the protection and promotion of human rights are not only essential for sustainable peace-building, but are underpinning many of the PRS objectives in general. This is fully commensurate with the UN's analysis and strategy in Liberia. Weak justice systems were identified as a pivotal conflict factor in the 2006 Common Country Assessment (CCA) for Liberia and strengthening the rule of law has thus been included as an important objective in the United Nations Development Assistance Framework 2008-11 (UNDAF) for Liberia.

To support the GoL in the achievement of priorities and outcomes described in the PRS and UNDAF, UNDP has designed a three-year project entitled, "Strengthening the rule of law in Liberia from 2008 – 2010". It takes its cue from the UNDP-Liberia Country Programme Action Plan (CPAP) 2008-12, the five year framework defining the cooperation between the Government of Liberia (GoL) and UNDP, and supports two key strategic objectives of the PRS's Pillar 3: to strengthen and enhance the effectiveness and integrity of legal and judicial institutions (objective 3); and to expand Access to Justice, and enhance the protection and promotion of human rights under the Laws of Liberia (objective 4). Capacity development of key national institutions including civil society organisations (CSOs) will be a strategic focus for UNDP, in line with the cross-cutting strategic focus of the CPAP.

Under the leadership of the Deputy Special Representative of the Secretary General – rule of law, the United Nations Country Team (UNCT) and UNMIL have undertaken steps to coordinate and position the UN's support to key rule of law areas within the Drawdown phase of UNMIL, which is currently expected to end its mission by December 2010. This project will enable UNDP to be strong partner for UNMIL and the UNCT and gradually increase UNDP's support capacity as the Drawdown decreases UNMIL's capacity on the ground.

The project will provide rule of law and judicial reform services under the state capacity and institutional strengthening component of the CPAP's Democratic Governance programmatic pillar. Specific emphasis will be placed on supporting the building of a democratic governance system through institutions and processes responsive to needs of Liberian citizens, especially the poor and marginalised. Services provided

will entail a multi-pronged and integrated approach targeting several key rule of law and human rights institutions, including:

- facilitating national dialogue on and fostering civic engagement in legal and judicial reform processes;
- capacity development for through technical and logistical support for the Ministry of Justice and national human rights institutions; and
- capacity development through training of different professional groups of the judicial system.

The project will heed the goals of the CPAP in ensuring cross-linkages between its different components, notably peace and security consolidation (support to the Truth and Reconciliation Commission (TRC), legal clinics as alternative dispute resolution mechanisms, Liberian National Police (LNP)). The project will thus also make a contribution to UNDAF Outcome 1, “National and local authorities increasingly have the capacity to provide security, manage conflict and prevent violence, respecting human rights”.

Reporting directly to the Rule of Law Senior Advisor and Project Manager, and under the overall supervision of UNDP Assistant Resident Representative (Governance), the national rule of law officer will provide substantive and operational support to the implementation of the UNDP Rule of Law programme and assist in the interface between UNDP and the Government of Liberia on a wide range of rule of law and the justice system. The national officer will also be expected to assist the Senior Advisor in working with the Ministries of Justice, Gender and Development, etc., with regard to matters with implication on rule of law/administration of justice such as Gender Based Violence, TRC, Rape Law, Law Reform Commission, Land Commission, Anti-Corruption Commission and the Constitutional Reforms.

III. Functions / Key Results Expected

The National Rule of Law Officer will substantially contribute to the programmatic development and implementation of the Project.

His/her main duties will be as follows:

- Provide technical and operational support to the implementation and monitoring of the Rule of Law project;
- Provide support in forging partnerships especially with UN agencies, national and international NGOs and donor community;
- Support the CO and Government in establishing synergies and partnerships with others actors (national and international) on Rule of Law issues at the strategic, technical and operational levels;
- Provide substantive recommendations on capacity building measures to support both the formal and traditional justice systems;
- Support the human rights capacity building of local governmental officials and assist in the provision of technical advice and mentoring on human rights and principles of the justice system to judicial system, law-enforcement and traditional systems;
- Engage in capacity and confidence-building with non-governmental rule of law actors, including consultative and participatory processes with national stakeholders, including women’s networks and legal professionals;
- Assist the Senior Advisor in performing the quality control function of project activities, including assessing impact and effectiveness, tracking outputs and results, and ensure timely and efficient delivery of project outputs through a client-satisfaction approach;
- Assist the Senior Advisor in assessing the impact and effectiveness of the assistance through regular consultations with national and international counterparts and stakeholders, regular field visits, analysis and preparation of progress and other required reports;
- Participate in the CO’s programme meetings, providing regular updates and feedback on progress of resource mobilization efforts; and Perform any additional tasks as requested by the Supervisor.

IV. Competencies

Corporate Competencies:

- Demonstrates integrity by modeling the UN's values and ethical standards.
- Promotes the vision, mission, and strategic goals of UNDP.
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability.
- Treats all people fairly without favoritism.

Functional Competencies:

- Good knowledge of the Liberia legal/justice system, including the political environment and legal statutes as they pertain to human rights.
- Ability to work and act under pressure.
- Sound political judgment, impartiality, diplomacy and discretion.
- Proven ability to establish priorities and to plan, organize, coordinate and monitor own work plan and provide advice and guidance to others; in-depth understanding of division's strategic direction; resourcefulness, sound judgment and decision-making skills.
- Demonstrated sound judgment in resolving issues/problems; ability to proactively seek and recommend sound policy initiatives.
- Ability to actively seek to improve programmes/services, offer new and different options to solve problems/meet client needs.
- Excellent and effective communication (verbal and written) skills, including ability to prepare reports and conduct presentations by clearly formulating positions on issues, articulating options concisely conveying maximum necessary information, making and defending recommendations; diplomacy and tact; ability to convey difficult issues and positions to senior officials;
- Excellent interpersonal skills; ability to establish and maintain effective working relations with people in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- Effective negotiating skills and ability to work with others to reach mutually benefiting and lasting understandings.

V. Recruitment Qualifications

Education:

- Advanced university degree preferably in political science, law, international studies, development studies or a related field. A relevant combination of university law degree, professional training and experience may be considered in lieu of the advanced (Masters) degree.

Experience:

- At least 5-7 years' work experience in Liberia or related a post-conflict setting with substantial direct experience on access to justice, judicial reform and/or strengthening of the rule of law.
- Detailed knowledge familiarity of reconstruction process in Liberia with specific focus on the area of rule of law and human rights protection.
- Experience in development work, partnerships building and resource mobilization.

Prior experience within the United Nations, in particular UNDP, is desirable but not a requirement.

Language requirements:

Strong written and spoken English skills, knowledge of additional UN languages is desirable.

Kindly note that applicants upon receipt will be reviewed and only short-listed candidates will receive acknowledgement and be contacted for an interview and /or test

Email application to this vacancy should be sent to vacancies.lr@undp.org. Please insert vacancy announcement number in the subject of the email or written application. Attach photocopies of qualifications (i.e. technical certificates and academics) and a one-page cover letter indicating your interest and suitability for the position.

Forward all written applications to:

Deputy Resident Representative (Operations)
Attention: HR Unit
United Nations Development Programme
Simpson Apartment, Sekou Toure Avenue, Mamba Point
Monrovia, Liberia

Please note that applications received after the closing date will not be considered. Only short-listed candidates will be contacted.

Cc: All UN Agencies in Liberia