VACANCY NOTICE

Local Mid-Term Expert in the field of gender-based discrimination and gender-based violence for the grant contract "EU Support for Rule of Law"

Component:	Component 4: Enhance the protection of fundamental rights and strengthen the uptake of alternative means to detention.
Place of work:	Skopje, North Macedonia
Contractor:	Ludwig Boltzmann Institute of Fundamental and Human Rights
Expected duration:	24 months
Expected start:	September 2024

BACKGROUND

The Local Mid-Term Expert in the field of gender-based discrimination and gender-based violence will work as part of the implementation team for the European Union grant-funded project "EU Support for Rule of Law" in North Macedonia.

The Overall Objective of the project is to strengthen the rule of law in North Macedonia. The project has four specific objectives: 1. To improve the capacities of justice institutions to deliver justice in transparent and accountable manner, 2. To strengthen the capacities to effectively implement modern investigation techniques in fighting organized crime, 3. To improve the prevention and fight against corruption, and 4. To enhance the protection of fundamental rights.

The Local Mid-Term Expert gender-based discrimination and gender-based violence will specifically support the objective of enhancing the protection of fundamental rights (Component 4) and will join the project team in fulfilling a variety of tasks and will significantly contribute to the results and activities as described in more detail below.

ROLES AND RESPONSIBILITIES OF THE EXPERT

- As a member of the project team, contribute to the annual reports and potential ad hoc reports with a gender-sensitive perspective with a focus on the tasks and functioning of human rights oversight bodies and the overall human rights protection system.
- Implement a workshop on data collection for GBV with the MLSP and two workshops with the National Coordinative Body for the Implementation of the Council of Europe Convention on Preventing and Combating Violence (NCB GBV) targeting the members of the NCB GBV and the MLSP, as well as support the development of an action plan for the NCB GBV.
- As a member of the project team, contribute to the conceptualisation, implementation and documentation with a gender-sensitive perspective of 6 human rights fora and 6 inter-institutional expert group events.
- Support the LMTE in the fields of tasks of the equality body and of human rights education in assessing the data collected through questionnaires, interviews and focus group discussions on capacities among the public administration to including the Human Rights Based Approach (HRBA) in policy-making and budgeting.
- Support the LMTE in the fields of tasks of the equality body and of human rights education in drafting a handbook with guidelines on how to systematically and practically include the HRBA in the development of strategies and action plans.
- Support the LMTE in the fields of tasks of the equality body and of human rights education in conceptualising, drafting materials and organising advocacy events on applying the HRBA in policy-making and budgeting.
- Analysing awareness and capacity building needs of first responders to gender-based violence and drafting a research paper on awareness and capacity building needs of first responders to gender-based violence.
- Developing and drafting hands-down practical advice on how to improve the situation for the victims of gender-based violence taking into account the different roles of the various stakeholders.
- As an LMTE in the field of gender-based discrimination and gender-based violence, support the conceptualisation and implementation of the 22 awareness raising interventions (e.g., events, social media appearances, press reports, brochures, videos, etc.) on child rights with a focus on gender-sensitivity.
- As the LMTE in the field of gender-based discrimination and gender-based violence together with the project team, support the development of a meaningful agenda and participatory training methodology for the train-the-trainers module on anti-discrimination and human rights in the judicial and home affairs system from a gender-sensitive perspective, support and accompany the workshops conducted by the 60 newly trained trainers as well as the follow-up workshops (targeting 500 to 600 staff members of the judicial and home affairs system) on reflection and exchange of experience among the trainers.
- Together with International Mid-Term and Short-Term Experts develop a meaningful agenda and participatory training methodology for implementing training modules for judiciary and first responders (targeting 90-120 participants), addressing gender stereotypes, and sharing standards on how to react to incidents of gender-based violence in a professional,

empathic and bold manner – focusing on the inter-institutional cooperation between first responders and other stakeholders.

REQUIREMENTS

- University degree (bachelor or master) in a relevant area (law, human rights, gender, critical race or disability studies)
- Proven practical experience in the human rights field, with a focus on equality and non-discrimination
- Proficient knowledge of Macedonian legislation and European standards on equality and non-discrimination
- Proficient knowledge of qualitative and quantitative research methods
- Proven experience in designing and providing training on anti-discrimination
- Minimum 10 years of working experience
- Proven experience of working with ombud institutions and/or national equality bodies
- Experience in working on gender equality issues and gender-based violence
- Fluency in written and spoken English and Macedonian
- Flexibility, strong adaptation skills and capability of teamwork in a potentially stressful environment under tight deadlines
- Strong dedication to human rights principles, equality and gender mainstreaming

ADVANTAGES

- Experience of working with EU funded projects or in EU networks
- Experience in contributing to the development of awareness raising campaign
- Experience with the HRBA
- Experience in working on intersectionality

SUBMISSION OF APPLICATIONS

Applications must be sent to tatjana.mijovska@rolaw.mk by 30.08.2024, indicating "Local Mid-Term Expert gender-based discrimination and gender-based violence" in the subject and including a Europass format CV in English language and a motivation letter. Applications sent after the deadline or incomplete applications will not be taken into consideration. Only short-listed candidates will be invited for a personal interview.

The selected expert will sign a service provider contract with the Ludwig Boltzmann Institute of Fundamental and Human Rights and must have a status of self-employed. It will be his/her sole responsibility to comply with all legal requirements for self-employment as well as to cover all related taxes and charges.

The expert shall not have been in any contractual relation with the public administration of the Republic of North Macedonia at least 6 months preceding their hiring.