

Terms of Reference – Gratis Personnel – Digital Technology and Human Rights Section

Organizational Setting and Reporting Relationships:

This position is found in the Office of the High Commissioner for Human Rights (OHCHR), Thematic Special Procedures Division (TSP), Rule of Law, Accountability and Civic Space (RACS) Branch, under the Digital Tech and Human Rights Section based in Geneva, Switzerland. The Human Rights Officer reports to the Senior Human Rights Officer of the Digital Tech and Human Rights Section.

Responsibilities: Within delegated authority, the Human Rights Officer will be responsible for the following duties:

- As part of OHCHR's work on digital technologies and human rights, support OHCHR's human rights advisory services on digital technologies, as recognized in the Global Digital Compact, including the regulation of new and emerging technologies, such as artificial intelligence, and standardization efforts.
- In this capacity undertakes research and analysis on issues relating to the promotion and protection of human rights in the digital age and develops recommendations to States, businesses, standards-development organisations and others on appropriate human rights-based data governance models, on preventing and mitigating discrimination in the context of artificial intelligence and on adequate risk assessment methodologies.
- including on the development of technological standards, monitors and analyses developments at the national, regional and international levels, and provides expertise and advice at headquarters and to field presences.
- Supports advocacy and public engagements by the High Commissioner and other members of the senior leadership team with regard to human rights in the digital age.
- Integrates a gender perspective in the work.
- Collects and analyses human rights data and indicators in country/region of assignment, including gender-specific data and indicators.
- Defines work plan for area assigned in accordance with established terms of reference.
- Writes a variety of reports, communications, briefings, statements, etc., including to policy-making bodies.
- Performs other related duties as required.

Competencies:

- **Professionalism:** In-depth legal knowledge of, and good practical experience in international human rights law. Comprehensive knowledge of and exposure to a range of legal and human rights issues, including in the promotion and protection of human rights online and the human rights implications of information and communications technology (ICTs) and digital policies. Strong knowledge of new technologies including but not limited to technological standard setting processes, Artificial Intelligence, Machine Learning, Big Data, Blockchain, and facial recognition and surveillance technology.

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- **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 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.
- **Technological Awareness:** Keeps abreast of available technology; understands applicability and limitation of technology to the work of the office; actively seeks to apply technology to appropriate tasks; shows willingness to learn new technology.

Qualifications:

Education: Advanced university degree (Master's degree or equivalent) in law, political science, international relations, social sciences or related field. A first-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree.

Experience: A minimum of five years of progressively responsible experience in human rights, political affairs, international relations, law, digital technology or related area is required. Experience in the promotion and protection of human rights in the digital sphere, in particular in relation to Artificial Intelligence is desirable. Experience in working with technical standard setting organisations, and technological standard-setting processes and human rights would be an asset.

Language: English and French are the working languages of the United Nations Secretariat. For the position advertised, fluency in English (level III in all categories) is required. Knowledge of another UN official language is an advantage.