

## Anexo 1. TÉRMINOS DE REFERENCIA

### Tabla resumen

ENTIDAD	PAÍS	DURACIÓN
NNUU	Mbabane, Eswatini	6 meses
NNUU	Sarajevo, Bosnia and Herzegovina	6 meses
NNUU	Tegucigalpa, Honduras	3 meses
TATU Project	Moshi (Kilimanjaro) y Msitu wa Tembo (Manyara), en Tanzania	3 meses
BERIT	Uruguay	6 meses

### Descripción puestos

ENTIDAD	PAÍS	CARGO	DURACIÓN
NNUU	Mbabane, Eswatini	<p>Responsibilities</p> <p>Interns will have the opportunity to broaden their knowledge of international relations and African studies and be directly exposed to the work of the United Nations Resident Coordinators Office (RCO) and human rights related work in other UN agencies in Eswatini. Human rights interns get excellent exposure to the work of the RCO and will be able to participate to internal discussions about the Offices' issues and strategies. They participate and contribute to staff meetings and discussions, foster engagement with various stakeholders in order for the UN development system to help address Eswatini's needs, priorities and challenges to fulfil the Sustainable Development Goals (SDGs), promote and advocate for the fundamental values, standards and principles of the UN Charter, including respect for and protection of human rights.</p> <p>The ideal candidate would be able to work independently under the supervision of the Senior Human Rights Adviser (SHRA) in the UN RCO in Eswatini, serving as a shared resource to support the SHRA and the UN RCO and assist in implementation of the Universal Declaration of Human Rights (UDHR) Rights and Responsibilities Initiative project:</p> <ul style="list-style-type: none"> <li>• Assist the SHRA and the UN RCO in the design and development of activities as outlined in the UN RCO and the UNSDCF RG3 joint work plans.</li> <li>• Assist the SHRA and the UN RCO in the organization of activities as outlined in the UN RCO and the UNSDCF RG3 joint work plans.</li> <li>• Attend and take notes of meetings.</li> <li>• Familiarize herself/himself with UN and regional human rights mechanisms including Treaty bodies, Universal Periodic Review and Special Procedures in the context of Eswatini.</li> <li>• Assist the SHRA and the UN RCO in the integration of a human rights-based approach in existing</li> </ul>	6 meses

		<p>UN programming to ensure alignment and leverage and maximize opportunities for outreach and advocacy.</p> <ul style="list-style-type: none"> <li>• Identify opportunities to work collaboratively with UN and regional human rights mechanisms, including UPR, Treaty Bodies and Special Procedures.</li> <li>• Assist with any other related tasks as may be required or assigned by the supervisor.</li> </ul> <p>Competencies</p> <p>Professionalism: Shows pride in work and in achievements. Demonstrates professional competence and mastery of subject matter. Is conscientious and efficient in meeting commitments, observing deadlines and achieving results. Is motivated by professional rather than personal concerns. Shows persistence when faced with difficult problems or challenges; remains calm in stressful situations.</p> <p>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 the audience. Demonstrates openness in sharing information and keeping people informed.</p> <p>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.</p> <p>Education</p> <p>To qualify for an internship with the United Nations Internship Programme, the following conditions must be met:</p> <p>1. Applicants must:</p> <ul style="list-style-type: none"> <li>(a) be enrolled in a graduate school programme (second university degree or equivalent, or higher);</li> <li>(b) be enrolled in the final academic year of a first university degree programme (minimum bachelor's level or equivalent); or</li> <li>(c) have graduated with a university degree (as defined above).</li> </ul> <p>2. Applicants must:</p> <ul style="list-style-type: none"> <li>(a) be computer literate in standard software applications.</li> <li>(b) have a demonstrated keen interest in the work of the United Nations and have a personal commitment to the ideals of the UN Charter; and</li> <li>(c) have a demonstrated ability to successfully interact with individuals of different cultural backgrounds and beliefs, which include willingness to try and understand and be tolerant of differing opinions and views.</li> </ul> <p>Moreover, knowledge of African politics, history and economy will be considered as an asset.</p>	
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<p>NNUU</p>	<p><b>Sarajevo, Bosnia and Herzegovina</b></p>	<p>The internship will be under the supervision of the Senior Human Rights Adviser with the Office of the United Nations Resident Coordinator in Bosnia and Herzegovina.</p> <p>Deployed since 2021, the Senior Human Rights Adviser in Bosnia and Herzegovina advises the United Nations Resident Coordinator and the United Nations country team on human rights issues and works to advance the protection and promotion of human rights in the country, with a focus on prevention. Key priority areas are civic space, transitional justice, non-discrimination and support to national counterparts in relation to the United Nations human rights mechanisms.</p> <p>The internship assignment shall be for a period of six (6) months, from June to November 2024.</p> <p>Responsibilities</p> <p>The intern shall support OHCHR in fulfilling its mission: to work for the promotion and protection of all human rights of all people in Bosnia and Herzegovina;</p> <p>The daily responsibilities of the intern will include monitoring and analyzing human rights issues and developments in Bosnia and Herzegovina as well as developments (political, legislative) related to / affecting human rights; contribution to the development of substantive documents, including for the purpose of early warning, analysis and advocacy.</p> <p>The intern will focus on work related to transitional justice and civic space. In particular, the intern may contribute to research and to the preparations of internal and external documents (e.g. thematic analyses, briefing material, correspondence, media products); attend meetings and events as requested, and take notes when relevant; support the organization of events; and perform other related duties as requested by the supervisor, as appropriate.</p> <p>Languages Fluency in written and oral English is required.</p>	<p>6 meses</p>
<p>NNUU</p>	<p><b>Tegucigalpa, Honduras</b></p>	<p>Duties and Responsibilities</p> <p>The Office of the High Commissioner for Human Rights (OHCHR) in Honduras offers a human rights internship program which aims at providing students with the opportunity to acquire direct exposure to OHCHR's activities related to the promotion and protection of human rights in the region.</p> <p>This announcement broadcasts internship assignments with the OHCHR Country Office in Honduras (OHCHR-Honduras). OHCHR-Honduras was established in 2015, following the signature of an agreement with the Government of Honduras, with the following mandate: (a) observe and report on the human rights situation in the country in order to advise Honduran authorities in the formulation and implementation of policies, programs and measures that contribute to the promotion and protection of</p>	<p>3 meses</p>

	<p>human rights; (b) provide technical support and assistance in the area of human rights to State institutions to advance the respect and guarantee of human rights; (c) provide advice and support to civil society and victims of human rights violations to strengthen their human rights capacities, including the use of national and international protection mechanisms; and (d) promote compliance by the State with the recommendations and decisions of UN human rights bodies and mechanisms, or those of other international organizations, providing guidance for the adoption of specific compliance measures.</p> <p>OHCHR-Honduras has four thematic units: (a) Accountability and Rule of Law; (b) Economic, Social, Cultural and Environmental Rights Unit; (c) Civic Space and Participation; and (d) Non-Discrimination. In addition, the Office has a crosscutting line of interventions on early warning/early action and prevention and mitigation of social conflict.</p> <p>Based in Tegucigalpa or La Ceiba, Honduras, the intern reports to the Human Rights Officer in the assigned work unit(s), under the overall guidance of the Deputy Head of Office.</p> <p>Interns will have the opportunity to broaden their human rights experience and knowledge and be directly exposed to the work of the Office of the High Commissioner for Human Rights (OHCHR) and human rights related work in other UN agencies. Human rights interns get excellent exposure to the work of the entire office and will be able to participate to internal discussions about the Offices' issues and strategies. They participate and contribute to staff meetings and discussions, research human rights issues, draft papers and reports, develop and maintain information databases and provide support to other OHCHR activities including meetings and training events.</p> <p>The selected candidate will be able to work in coordination with various human rights officers covering various fields and areas of expertise (gender and women's rights, socio-economic rights, rule of law, etc.)</p> <p>The daily responsibilities of intern will depend on the area of assignment and the individual's background. Duties may include but are not limited to the following: Provide support for the implementation of OHCHR-Honduras programs and initiatives, including assisting in the planning and execution of activities, workshops, and events; Conduct research and analysis on human rights issues, including monitoring and reporting on developments related to civil, political, economic, social, cultural and environmental rights; Assist in the preparation of minutes, notes, reports, briefings, and other written materials; Assist in the coordination and communication with key stakeholders, including civil society organizations, government officials, and others; Provide support in organizing and conducting field visits and meetings with human rights actors and communities to gather information and assess human rights situations; Contribute to the implementation of strategies to promote and protect human rights in Honduras; Provide administrative and logistical support, as needed, for the smooth functioning of the Office; Provide other relevant support to the Office.</p> <p>Qualifications/special skills</p> <p>Applicants must meet one of the following requirements:</p> <p>(a) Be enrolled in, or have completed, a graduate school programme (second university degree or</p>	
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		<p>equivalent, or higher). (b) Be enrolled in, or have completed, the final academic year of a first university degree programme (minimum bachelor's degree or equivalent).</p> <p>JFQ Section:</p> <p>1. Applicants to the UN Internship Programme are not required to have professional work. experience. However, a field of study that is closely related to the type of internship that you are applying for is required.</p> <p>2. Applicants must be a student in the final year of the first university degree (bachelor or equivalent), Master's or Ph.D. Programme or equivalent, or have completed a Bachelor's, Master's or PH.D. Programme. Do you meet any of the above criteria? If yes, please indicate which one and attach proof to the application. Please note that you will have to provide an official certificate at a later stage.</p> <p>3. Applicants should have good knowledge of standard software applications, especially MS Word, MS PowerPoint, and MS Teams.</p> <p>Languages -Spanish-Fluency -English-Knowledge of</p> <p>English and French are the working languages of the United Nations Secretariat; and Spanish is the working language of OHCHR Honduras. For this internship fluency in Spanish (both oral and written) is required. Knowledge of English is also required. Knowledge of another United Nations official language is an advantage.</p>	
<p><b>TATU Project.</b></p>	<p><b>Moshi (Kilimanjaro) y Msitu wa Tembo (Manyara), en Tanzania</b></p>	<p><b>OBJETIVOS DEL PUESTO.</b> Investigación para mejorar las bases de los proyectos, diseño y propuesta de nuevas acciones relacionadas con agua limpia y segura, cuidado del entorno, y agro silvicultura. Participación en charlas, talleres y logística.</p> <p><b>ACTORES Y BENEFICIARIOS DE LA ACCIÓN VOLUNTARIA.</b> Comités de Gestión del agua, Clubes medioambientales en los colegios y viveros comunitarios. Potencialmente, toda la comunidad de Msitu Wa Tembo y Londoto (unos 7.000 habitantes) es beneficiaria de las acciones.</p> <p><b>FUNCIONES DE LA PERSONA VOLUNTARIA.</b> Detalle de tareas específicas que desarrollará bajo la supervisión del tutor/-a asignado/-a</p> <ul style="list-style-type: none"> <li>• Comprender la problemática tanto de acceso a agua limpia y segura como problemas medioambientales (sequía, inundaciones estacionales, gestión de residuos) y discutir soluciones en equipo.</li> <li>• Crear contenido para formaciones, informes, campañas de financiación, ejecutar sistemas de monitoreo y evaluación, incluir información en bases de datos.</li> </ul>	<p>3 meses</p>

	<p>En concreto se prevé:</p> <ul style="list-style-type: none"> <li>- Campaña de tratamiento de agua en la comunidad durante el período de lluvias corto.</li> <li>- Formación en recogida de agua de lluvia, en noviembre.</li> <li>- Campaña de higiene en los colegios de primaria al inicio del año</li> <li>- Encuesta de higiene y formaciones relacionadas en la comunidad, en colaboración con el gobierno local y su campaña sobre acceso a letrinas.</li> <li>- Proyecto piloto de plantación de un tipo de hierba que ayude a fijar el suelo durante el período de lluvias corto.</li> <li>- Plantación de árboles y más hierba durante el período de lluvias largo.</li> <li>- Campañas de concientización medioambiental en colegios y comunidad</li> <li>- Campaña trash-free en colegios y comunidad</li> <li>- Expansión de los viveros de árboles en colegios</li> </ul> <p><b>PERFIL ACADÉMICO y APTITUDES DE LA PERSONA VOLUNTARIA.</b> Desglose del perfil académico, así como de las capacidades técnicas y aptitudes o habilidades importantes.</p> <ul style="list-style-type: none"> <li>• Perfil académico: Ciencias Ambientales, Biología, Geografía e Ingenierías relacionadas.</li> <li>• Capacidades / habilidades / aptitudes: inglés B2, flexibilidad, análisis crítico, gestión de proyectos, trabajo en equipo.</li> </ul> <p><b>INFORMACIÓN ADICIONAL.</b> Detalles sobre las fechas del puesto y apoyos adicionales para la integración de la persona voluntaria.</p> <ul style="list-style-type: none"> <li>• Duración del puesto de voluntariado: 3 meses</li> <li>• Fechas de inicio y fin del puesto de voluntariado entre julio a septiembre de 2024</li> <li>• Detalles adicionales sobre el puesto o el contexto local: oficina y alojamiento de TATU Project en Moshi, y entre 1 y 3 visitas semanales a los proyectos en Msitu Wa Tembo.</li> </ul>	
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<b>BERIT</b>	<b>Uruguay</b>	<p>Perfil académico: Formación en Educación social, Psicología comunitaria, Ciencias Sociales</p> <p>Capacidades / habilidades / aptitudes:</p> <ul style="list-style-type: none"> <li>-Facilidad para el trabajo en equipo, habilidad para generar y sostener vínculos</li> <li>-Creatividad, flexibilidad y facilidad de adaptación</li> <li>-Sensibilidad social y actitud empática</li> <li>-Compromiso y responsabilidad con personas y tareas</li> <li>-Capacidad de liderazgo (gestión y organización)</li> <li>-Experiencia en elaboración y ejecución de proyectos socioeducativos</li> <li>-Herramientas prácticas y académicas para el desarrollo de proyectos de intervención</li> </ul> <p>Se valorará experiencia de trabajo con niños, adolescentes, jóvenes, adultos, personas en situación de vulnerabilidad social.</p> <p><b>FUNCIONES DE LA PERSONA VOLUNTARIA</b></p> <ul style="list-style-type: none"> <li>-Atención a estudiantes (asistencia, realización de entrevistas, etc.)</li> <li>-Coordinación de equipos de trabajo con estudiantes (reuniones, seguimiento, etc.)</li> <li>-Reuniones de equipo de trabajo.</li> <li>-Realización de proyectos de intervención socio educativa en distintos contextos vulnerables.</li> <li>-Diseño y ejecución de talleres para potenciar herramientas recreativas, educativas y de desarrollo social.</li> <li>-Apoyo de procesos educativos grupales.</li> <li>-Sistematización de experiencias de extensión universitaria.</li> <li>-Aportar reflexiones con relación a la intervención comunitaria en el ámbito universitario.</li> </ul> <p>FECHA DE INICIO Y FIN: Junio a noviembre 2024</p>	6 meses
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