



Secondment

Political Legal Adviser Office of the High Commissioner

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. The Office is staffed by the High Commissioner; a Director; area teams comprising political, legal and project advisers/officers; and an administrative and support team.

Adviser reports to the Section Head, monitors political, legal and social developments and identifies issues that need to be addressed and prepares comprehensive analyses and recommendations to the High Commissioner on National Minorities, conflict prevention and other issues related to the assigned geographical area.

Tasks and responsibilities:

Main Purpose

- The incumbent advises the High Commissioner on National Minorities and other issues in his/her area of responsibility and provides the HCNM management with timely and reliable advice on all political, legal and social matters arising in the context of the HCNM's mandate.
- Adviser analyses and prepares position papers and reports related to national minorities in the assigned geographic region, identifies issues that should be addressed including thematic priorities, and formulates recommendations. Such recommendations affect directly the substantive work of the HCNM, in particular, recommendations to Governments.

Work Relationship

- Adviser reports to the Head of Section according to the area of responsibility.
- Internal contacts with staff of HCNM at all levels and with the relevant Departments/Units at the Secretariat, Missions and Institutions in the context of fulfilment of the HCNM mandate and according to the area of responsibility. The purpose of the contacts is to collect and analyse information, as well as to provide information and advice in the area of responsibility.
- External contacts with governmental, civil society and international organizations on issues pertaining to national minorities aimed at gathering information and representation of the HCNM. The purpose of the contacts is to collect and analyse information, as well as to provide information for stakeholders and partners.

Key Functions and Results

Under the direction of the Section Heads, the incumbent performs the following duties:

- Advises the High Commissioner (HC) on legal issues regarding the execution of the HC conflict prevention mandate, on issue relating to the protection and promotion of the rights of persons belonging to national minorities, on other issues of national and international law. Analyzes information related to national minorities in the assigned geographic region and identifies issues that should be addressed, including thematic priorities, and formulates recommendations on the course of action to be taken in a particular situation.
- Provides country-specific analyses of legal developments and the promotion and protection of persons belonging to national minorities in geographical areas assigned.
- Accompanies the High Commissioner on country visits and prepares briefing papers, notes and background information prior to a visit; examines recent developments and identifies problematic areas that the High Commissioner may address in a particular country; advises the HCNM during the visit on all issues raised at meetings, prepares a report of the visit, identifies, conducts and tracks follow-up action, and prepares reports.
- Provides input to HC speeches and, in consultation with relevant project officers, identifies areas where project activities can contribute to the fulfilment of the High Commissioner's mandate.

- Represents the HCNM at seminars, conferences and meetings dealing with politico-social or other issues related to national minorities, as assigned, presenting HCNM perspectives; represents the HCNM at closed and public meetings, including delivering statements, papers and speeches, reflecting the position of the HCNM;
- Establishes and maintains contacts with state, civil society and international organizations on issues affecting national minorities. Provides information on political developments, minority rights and thematic issues relevant to the work of the HCNM. Organizes and participates in expert missions commissioned by the HCNM.
- Performs other related duties as required.

Qualification and Experience

Experience:

- Master's degree or higher in International Law or other related fields.
- A minimum of five years (seven years with a relevant first-level degree) of progressively responsible professional experience in dealing with minority issues and human rights, international relations, public administration or other related fields, including three years at the international level. A first-level university degree in combination with two additional years of qualifying experience may be accepted in lieu of the advanced university degree.
- Thorough knowledge of international relations, diplomacy, European security issues, international law and human rights.
- Excellent analytical, planning and organizational skills.
- Demonstrated gender awareness and sensitivity, and an ability to integrate a gender perspective into tasks and activities.
- Ability to establish and maintain effective working relations with people of different cultural and religious backgrounds, different gender, and diverse political views, while remaining impartial and objective.
- Digital literacy and proficient use of Microsoft Office
- Excellent oral and written communication skills in English. Knowledge of another official OSCE language, preferably language(s) spoken in the geographical areas assigned is an advantage.

Requirements of the Swiss Expert Pool for Civilian Peacebuilding:

- Passive knowledge of two Swiss official languages is required.
- Physical and mental fitness to work in this context, (Assignments are subject to successfully meeting the medical standards);
- Possession of a valid automobile driving license.
- Swiss nationality (Dual citizenship with country of assignment not possible).

Duty station:	The Hague
Start of assignment:	
Duration of contract:	1 year, with the possibility of extension
Deadline for applications	Applications for this position are not yet being accepted
Interviews are scheduled to take place on:	xy Month 2025
Family:	accompaniment by family is possible

Click here to learn more about the organisation: <https://www.osce.org/hcnm>

For further information, please contact:

- xx for questions related to the mission or
- Ms Janine Misteli, Swiss Expert Pool (janine.misteli@eda.admin.ch, + 41 58 462 63 39) for questions on requirements and on the selection process.

Assignment:

The assignments take place within the framework of the Swiss Expert Pool for Civilian Peacebuilding. The seconded expert receives a contract from the Federal Department of Foreign Affairs for the duration of their deployment [PVFMH](#) (D) / [OPers-PDHH](#) (F) / [OPers-PRA](#) (I).

How to apply

Candidates interested in this job position are requested to apply online using the application form to be found under the [Link](#)

The online application system will forward applications directly to the respective authorities in your country of nationality.

The motivation part of the application is addressed to the OSCE and contains your assessment of the job position and what you may contribute. Please be aware, the online application is the main source for the decision to longlist or shortlist a candidate. Therefore, it is important that you explicitly mention your experience, your knowledge and your abilities ([General tips for your OSCE application](#)).

Recruitment

The Swiss Federal Department of Foreign Affairs will examine the personal profiles and the job descriptions to ensure that proposed candidates meet the listed criteria. The candidates considered the most suitable will be short-listed.

A complete application contains: ¹

Draft - is still being revised

¹ Swiss Expert Pool for Civilian Peacebuilding

The deployment of civilian experts within the scope of Switzerland's policy on peace, human rights, and humanitarian issues is a long-standing tradition. Depending on specific needs, civilian experts are made available for temporary civilian peace projects as election monitors, police advisers or specialists in fields such as constitutional law and practice, mediation, the rule of law, human rights and humanitarian law (www.eda.admin.ch/expertenpool).