



International Contracted

Senior Adviser, EECCA (P4)

[OSCE High Commissioner on National Minorities, The Hague](#)

The OSCE has a comprehensive approach to security that encompasses politico-military, economic and environmental, and human aspects. It therefore addresses a wide range of security-related concerns, including arms control, confidence- and security-building measures, human rights, combating human trafficking, national minorities, democratization, policing strategies, counter-terrorism and economic and environmental activities. All 57 participating States enjoy equal status, and decisions are taken by consensus on a politically, but not legally binding basis.

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. Among the tools that the High Commissioner uses are recommendations to governments of OSCE participating States regarding the treatment of national minorities. The Political Adviser supports the work of the High Commissioner as part of a dynamic team of political and legal advisers, project staff and administrators that values diversity.

Tasks and Responsibilities:

Reporting to the Head of Section dealing primarily with Eastern Europe, Caucasus and Central Asia the Senior Adviser is responsible for the following duties:

- Advising the High Commissioner on national minority issues and other issues in the area of responsibility;
- Analyzing information related to national minorities in the assigned geographic region; determining issues to be addressed, including thematic priorities and formulating recommendations;
- Drafting briefing notes, correspondence and providing input to speeches of the High Commissioner;
- Accompanying the High Commissioner on country visits and preparing briefing papers, speaking notes and background information in advance of a visit; examining recent developments and identifying matters for the High Commissioner to address in a given country;
- In consultation with the relevant project officers, identifying areas where project activity can contribute to the fulfilment of the High Commissioner's mandate;
- Providing advice on the development of the thematic work of the High Commissioner;
- Representing the HCNM at seminars, conferences and meetings on political, social, or other issues relating to national minorities.
- Establishing and maintaining contacts, as necessary, with governmental and international organizations (inter alia with the Council of Europe, the EU, the United Nations and its specialized agencies), as well as non-governmental organizations on issues pertaining to national minorities;
- Performing other duties as required.

For more detailed information on the structure and work of the OSCE High Commissioner on National Minorities, please see <https://www.osce.org/hcnm>.

Necessary Qualifications:

- A second-level university degree in political science, international relations, international law, sociology, or other relevant field; a first-level university degree in combination with two years of additional qualifying experience may be accepted in lieu of the second-level university degree;
- A minimum of seven years of progressively responsible professional experience in dealing with minority issues and human rights, international relations, public administration or other related fields, including three years in international settings;

- Broad grounded knowledge of international relations, diplomacy, European security issues, international law and human rights;
- In-depth knowledge of the regions of Eastern Europe, Caucasus and Central Asia is required;
- Excellent analytical skills;
- Ability to work with minimum supervision;
- Professional fluency in English with excellent communication (both oral and written) skills; working knowledge of another OSCE language, particularly Russian, as well as one or more languages of the geographical area would be a strong asset;
- Excellent communication skills, resourcefulness, team spirit, and initiative;
- Demonstrated gender awareness and sensitivity, and an ability to integrate a gender perspective into tasks and activities;
- Ability and willingness to work as a member of team, with people of diverse cultural and religious backgrounds, gender, and political views, while maintaining impartiality and objectivity;
- Computer literacy, with practical experience using Microsoft applications.

Remuneration Package:

Monthly remuneration is around EUR 9,200, depending on post adjustment and family status. OSCE salaries are exempt from taxation in The Netherlands. Social benefits will include the possibility of participation in the Cigna medical insurance scheme and the OSCE Provident Fund. Other allowances and benefits are similar to those offered under the United Nations Common System.

Please note that appointments are normally made at step 1 of the applicable OSCE salary scale. If you wish to apply for this position, please use the OSCE's online application link found under <https://vacancies.osce.org/>.

How to apply:

The position corresponds with Switzerland's thematic and geographic policy priorities in peace and human rights but cannot be sponsored by the FDFA. The organization directly recruit and employ the candidate. If you wish to apply for this position, please use the OSCE's online application link found under <https://vacancies.osce.org/jobs/senior-adviser-eecca-p4-3996>.

Swiss candidates are invited to inform the Swiss Expert Pool for Civilian Peacebuilding about their application (sts.afm.sef.rekrutierung@eda.admin.ch). Please send us your application and also and some arguments for the person presenting the Swiss candidacy to the HCNM.

Duty station:	The Hague, Netherlands
Start of assignment:	As soon as possible
Contract:	Direct contracted / HCNM The OSCE is a non-career organization committed to the principle of staff rotation, therefore the maximum period of service in this post is 7 years.
Deadline for applications:	At the latest on 20 May 2025