

Vacancy

All appropriately qualified people regardless of sex, sexual orientation and/or gender identities and individuals who are living with HIV are encouraged to apply.

Senior Specialist, Human Rights and Equity / Grade O6

The Global Fund is a foundation established under the laws of Switzerland enjoying certain privileges and immunities in Switzerland pursuant to a Headquarters Agreement concluded between the Swiss Federal Council and the Global Fund on 13 December 2004.

Benefits:

The Global Fund offers a comprehensive package of benefits. [Click here](#) to see more details.

Vacancy Number:

DD/12/IRC1300

Closing Date:

12 July 2012

Contract Type:

Defined duration – 2 years with possibility of extension

Report Into:

Senior Manager, Technical Partnerships and Advisory Team

Work Division or Department:

Strategy, Investment and Impact Division / Technical Partnerships and Advisory Team

Role Summary:

Working across the Secretariat, the Senior Specialist, Human Rights and Equity will coordinate the process to develop, monitor and implement a comprehensive work plan for human rights and equity based on the 2012-2016 Global Fund Strategy; provide human rights and equity focused inputs into critical stages of the grant cycle - including at grant renewal, reprogramming and access to new funding - working in close collaboration with Secretariat country teams, and global and in-country technical partners; undertake portfolio analysis and improve measurement, monitoring and reporting on human rights and equity within the Global Fund; promote and develop standards and mechanisms to ensure the application of human rights within the Operational Risk Framework to identify, monitor and address human rights risks; serve as a technical focal point and in-house expert, working closely with external technical partners on global policy coherence and advocacy on human rights and equity related to the three diseases.

Responsibilities:

Under supervision of the Senior Manager, the role of the Senior Specialist, Human Rights and Equity includes the following:

In collaboration with other divisions and departments within the Secretariat, develop, monitor and implement a comprehensive implementation plan for human rights and equity based on the 2012-2016 Global Fund Corporate Strategy with a focus on: optimizing Global Fund investment in promoting human rights programming; integrating human rights considerations throughout the grant cycle; and, ensuring investments do not support approaches that compromise or infringe human rights;

Coordinate the implementation of human rights policies and plans across the Secretariat, while ensuring close technical collaboration with civil society constituencies, technical partners, relevant UN and bilateral agencies, civil society and community groups;

Develop mechanisms, operating standards, policies and tools ensuring coordinated and strategic action within the Global Fund's grant management to support human rights and equity progress and prevent and mitigate violations;

Provide expert guidance, leadership and technical advice for human rights and equity across the

grant life cycle, ensuring strategic investments and the optimization of interventions in human rights and equity across the three diseases, and in support of the Gender and SOGI strategies; Improve the integration and measurement of equity into Grant Management through the equity guidance and tools, equity evaluations during periodic review, and key performance indicators; Undertake portfolio reviews to track Global Fund investment and improve progress towards human rights and equity targets and goals; Work closely with the other cross-cutting thematic areas of gender and key populations, and community system strengthening, ensuring human rights is mainstreamed across the Global Fund's policies and programmes; Provide timely information on scientific and programmatic developments that have relevance for human rights and equity for grant management and the three diseases; Respond to technical queries from within the Secretariat in relation to human rights and equity and disseminate relevant and timely published information and internationally agreed guidance; Contribute to regular Global Fund reports, publications and website as appropriate; Build capacity across the Secretariat, among the TRP, the Board, CCM's to protect and integrate human rights and equity approaches and considerations. Represent the Global Fund externally and conduct high level advocacy and leadership to advance the Global Fund's human rights and equity agenda;

Qualifications:

Essential:

Advanced university degree related to human rights, public health, social sciences or health sciences with advanced training in any of the above fields. Experience at a senior technical and advisory level in human rights and human rights related programs. In-depth technical knowledge of application of human rights and equity to country programming/

Desirable:

Training in fields of public health, law and/or international development.

Experience:

Essential:

10-15 years of experience in the field of health and human rights - particularly in the context of health and preferably within the HIV, TB and/or malaria fields

Strong network and collaborative relationships in human rights, health and development with global and country partners

Knowledge of international human rights treaties and agreements

At least five years working internationally, particularly in resource-poor settings on issues related to human rights and MARPs

Experience in international funding mechanisms (including the Global Fund) involving multiple constituencies and partners from low-income countries

Ability to work across departments, diseases and thematic areas.

Desirable:

Experience at country level within programs for human rights, MARPs and/or HIV, TB or malaria

Experience working in a funding institution or within a grant-making initiative

Competencies:

Languages:

An excellent knowledge of English and preferably a good working knowledge of French or one of the following: Arabic, Chinese, Russian, and Spanish. Knowledge of other languages an asset.

Technical Skills:

Knowledge of human rights and equity as related to health and health services in implementing countries and in different cultures;

Excellent oral and written communications skills in English, other languages (as described above) would be an advantage;

Knowledge and understanding of international treaties and consensus documents and conventions of relevance for health and human rights;

Knowledge of development, the new aid architecture and aid modalities in health;
Excellent team player and collaborator, able to work across and among teams; Track record of working in a team environment;
Proven negotiation and diplomatic skills;
Social competence, integrity, tact, discretion and sensitivity to cultural differences;
Excellent strategic, analytical, research and evaluation skills;
Adaptability and flexibility in working in a complex and dynamic environment;
Ability to work well under pressure, manage multiple demands and meet deadlines.

Core Competencies:

Gathering Information
Solution-Oriented Analysis
Building Relationships
Demonstrating Accountability and Commitment
Promoting Team Work

About the Global Fund

Since its creation in 2002, the Global Fund has become the main financier of programs to fight AIDS, TB and malaria, with approved funding of US\$ 22.6 billion for more than 1,000 programs in 150 countries (as of 1 December 2011). To date, programs supported by the Global Fund are providing AIDS treatment for 3.3 million people, anti-tuberculosis treatment for 8.6 million people and 230 million insecticide-treated nets for the prevention of malaria. The Global Fund works in close collaboration with other bilateral and multilateral organizations to supplement existing efforts in dealing with the three diseases.

Our organizational culture is based on the values and norms we aspire to as individuals and as a team - Integrity, respect, passion, collaboration, innovation and effectiveness. They influence how we work and address issues internally, as well as how we work with partners outside the organization. We plan to do even better in 2012. For our plans to become reality, we need people who share our passion and commitment to work together; people who are "best in class" in their chosen field; and most importantly, people who want to make a difference to the lives of others.