



HEADQUARTERS | SIEGE | NEW YORK, NY 10017
TEL.: + 212 963 1234 |
seniorleadershipvacancies@un.org

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Special Adviser on the Prevention of Genocide

The United Nations welcomes applications for the position of Special Adviser on the Prevention of Genocide. This position is at the Under-Secretary-General level and is based at United Nations Headquarters in New York.

The Secretariat welcomes applications to supplement the Secretary-General's search and consultations and would especially welcome applications from women candidates.

The Special Adviser on the Prevention of Genocide is a member of the Secretary-General's [Senior Management Group](#) and serves as a role model for the United Nations Values (Inclusion, Integrity, Humility and Humanity) and Behaviours Framework (Connect and Collaborate; Analyse and Plan; Deliver Results with Positive Impact; Learn and Develop; Adapt and Innovate), and the desired behaviours of the [United Nations System Leadership Framework](#).

Applications must be submitted through the link to the Senior Leadership Vacancies online form located at the following web address: <https://www.un.org/sg/en/vacancies/index.shtml> by Monday, 17 March 2025 (midnight New York time).

Background

Duties and Responsibilities

The Special Adviser will:

- x collect existing information, in particular from within the United Nations system, on massive and serious violations of human rights and international humanitarian law of ethnic and racial origin that, if not prevented or halted, might lead to genocide;
- x act as a mechanism of early warning to the Secretary-General, and through him to the Security Council, by bringing to their attention potential situations that could result in genocide;

- x make recommendations to the Security Council, through the Secretary-General, on actions to prevent or halt genocide;
- x liaise with the United Nations system on activities for the prevention of genocide and work to enhance the United Nations capacity to analyse and manage information relating to genocide or related crimes
- x together with the Special Adviser on the Responsibility to Protect, with whom the Special Adviser on the Prevention of Genocide share an office and support staff, closely consult and coordinate with the Department of Political Affairs of the Secretariat and the Office of the United Nations High Commissioner for Human Rights
- x serve as the focal point for the implementation of the United Nations Strategy and Plan of Action on Hate Speech.

Skills and Expertise

The Secretary-General is seeking an individual with the following attributes:

- x demonstrated extensive knowledge of international law and human rights issues and challenges derived from experience of leadership in an academic, governmental, intergovernmental and/or non-governmental setting;
- x demonstrated experience working in partnership with national and international actors to resolve global challenges and ability to be a powerful and convincing advocate on all aspects of violations of human rights and international humanitarian law, including victims' rights within and within the United Nations system;
- x demonstrated leadership experience with strategic vision and proven skills to manage a complex organization with staff of diverse cultural backgrounds in multiple locations, as well as the ability to mobilise various forms of support from multiple stakeholders and partners;
- x demonstrated ability to work harmoniously in a multicultural team, and establish harmonious and effective working relationships both within and outside the organization;
- x proven ability to inspire, encourage, build trust and confidence and also build consensus, stimulate effective campaigns and drive collective action among a broad spectrum of people and organizations;
- x high commitment to the values and guiding principles of the United Nations and good understanding of the United Nations system, including peacekeeping, human rights, humanitarian and development settings and challenges.

Languages

English and French are the working languages of the United Nations. For this position, fluency in English is required. A working knowledge of French or other United Nations official language will be an advantage.

Human rights screening

In accordance with the policy for the nomination of candidates, the Secretariat wishes to outline that it is the responsibility of the nominating Government to ensure that each candidate it nominates has not been convicted of or is not currently under investigation or being prosecuted for any criminal offence, including sexual exploitation and abuse, or any violation of international human rights law or international humanitarian law. In the case of nominees who have been investigated for, charged with or prosecuted for any criminal offence but were not convicted, the nominating Government is requested to provide information regarding the investigation(s) or prosecutions concerned. The nominating Government is also requested to certify that it is not aware of any allegations against its nominated candidate that they have been involved, by act or omission, in the commission of any acts that amount to a criminal offence, including sexual exploitation and abuse, or violations of international human rights law or international humanitarian law.

Individuals who are either nominated by Member States or who seek to serve with the United Nations in any individual capacity will be required, if shortlisted, to complete a self-attestation stating that they have not committed, been convicted of, nor prosecuted for, any criminal offence, including sexual exploitation and abuse, and have not been involved, by act or omission, in the commission of any violation of international human rights law or international humanitarian law, including sexual exploitation and abuse.

Short-listed individuals will be required to complete a pre-appointment declaration of interests for senior positions to identify possible conflicts of interest that may arise and to proactively prevent and manage, as much as possible and in a timely manner, situations in which personal interests may conflict or appear to conflict with the interests of the United Nations, should the individual be appointed to this position.

30 January 2025