

ICMPD Job Profile

Senior Advisor – Human Rights¹

Functional Overview

Reporting to the Director General, the Senior Human Rights Advisor plays a pivotal role in advancing ICMPD's strategic commitment to integrating human rights principles across its policies, programmes, and operations. The Advisor leads the implementation and continuous improvement of the Human Rights Compliance Framework (HRCF), providing strategic guidance on mainstreaming human rights and strengthening organisational compliance with international human rights law.

This role involves delivering expert advice, developing practical tools, facilitating capacity-development initiatives, and ensuring harmonised approaches across ICMPD's portfolio. The Advisor leads the Human Rights Advisory Board (HRAB) and collaborates closely with relevant functions and senior stakeholders to ensure alignment with organisational goals. The Advisor also monitors global and regional trends in human rights and migration governance, identifies opportunities for institutional engagement, and cultivates partnerships to enhance ICMPD's influence and effectiveness in addressing migration challenges.

Key Results

Strategic Human Rights Integration: Human rights principles and standards are systematically embedded into ICMPD's policies, programmes, and operations through expert strategic guidance and advisory support. The Senior Human Rights Advisor leads the implementation and continuous improvement of the Human Rights Compliance Framework (HRCF), ensuring alignment with ICMPD's strategic goals and operational priorities. Regular analysis of human rights risks and compliance is conducted, with findings reported to senior management and relevant units/regions to support informed decision-making and proactive risk mitigation.

Capacity Development and Technical Assistance: Comprehensive capacity development initiatives are designed and implemented to strengthen organisational understanding and application of human rights standards across operations. Tailored tools, guidelines, and training materials are developed to support institutional functions and project teams in effectively integrating human rights considerations into the design, implementation, and evaluation of projects and initiatives alike. Technical support is provided to ensure project compliance with human rights frameworks, and feedback mechanisms are established to evaluate the effectiveness of capacity development efforts.

Stakeholder Engagement and Partnerships: Strategic partnerships with international, regional, and national human rights bodies and organisations are actively developed and maintained to strengthen ICMPD's role in global migration governance. The Advisor fosters internal collaboration across units to ensure coherent and coordinated approaches to human rights integration. Participation in relevant networks and high-level policy dialogues is proactively pursued to enhance ICMPD's visibility and influence in shaping rights-based migration policies. Strategic communication efforts,

¹ This profile is classified at IP4.

including engagement with media and journalists, are undertaken to effectively disseminate ICMPD's work and amplify its impact in promoting rights-based approaches to migration.

Knowledge Management and Policy Innovation: Knowledge-sharing mechanisms are developed to systematically capture and disseminate best practices, lessons learned, and policy insights related to human rights in migration governance. Research and analysis on emerging human rights challenges inform the development of innovative tools and approaches to strengthen organisational compliance and policy relevance. The Advisor actively contributes to institutional learning by promoting the integration of new ideas and solutions into ICMPD's human rights policies and operational frameworks.

Required Expertise

- Proven expertise in human rights and migration governance, with a strong understanding of international human rights mechanisms, treaties, and compliance frameworks.
- Demonstrated experience advising on human rights compliance in return, readmission and reintegration, migration management, security sector reform, law enforcement, or border management contexts.
- Expertise in developing and implementing capacity-development initiatives related to human rights.
- Strong knowledge of project development, implementation, monitoring, and evaluation in human rights contexts.
- Ability to translate complex human rights principles into practical guidance and tools for operational integration.
- Excellent stakeholder engagement and partnership development skills, with the ability to build effective networks across sectors.
- Proven ability to manage complex workflows, prioritise tasks, and meet tight deadlines in dynamic environments.

Qualifications, Experience and Language Skills

- Master's degree or equivalent in human rights, international law, political science, international relations, or a related field.
- Minimum of 8 years of progressively responsible experience in human rights advisory roles, policy analysis, or project implementation within international organisations, public institutions, or the non-profit sector.
- Demonstrated expertise in integrating human rights frameworks into project design and implementation, particularly in migration governance and policy.
- Proven experience in capacity development, stakeholder engagement, and providing strategic technical guidance on human rights issues.
- Strong analytical, drafting, and communication skills with the ability to convey complex concepts to diverse audiences.
- Proficiency in English (verbal and written); knowledge of a major EU language or other relevant languages is an asset.
- Proficiency in the use of standard IT tools and platforms.