TERMS OF REFERENCE

United Nations Human Rights Office

HUMANITARIAN FUNDS
United Nations Voluntary Trust Fund on Contemporary Forms of Slavery
United Nations Voluntary Fund for Victims of Torture

FELLOWSHIP PROGRAMME (2026 and 2027)

I. Position Information

Location of the Fellowship:	United Nations Human Rights Office - Geneva, Switzerland
Name of Supervisor:	Claudia Gerez Czitrom
Name of Section:	Anti-Torture, Capacity building, Coordination and Funds Section
Duration of the Assignment:	One year (with possibility of extension for up to one additional year, depending on availability of funds)
Dates:	01 August 2026 to 31 July 2027 01 January 2027 to 31 December 2027

II. Background

The United Nations Human Rights Office, part of the United Nations Secretariat, is responsible for strengthening international human rights mechanisms; enhancing equality and countering discrimination; combating impunity and strengthening accountability and the rule of law; integrating human rights in development and in the economic sphere; widening the democratic space; and early warning and protection of human rights in situations of conflict, violence and insecurity.

The United Nations Human Rights Office manages two Humanitarian Funds: the United Nations Voluntary Trust Fund on Contemporary Forms of Slavery and the United Nations Voluntary Fund for Victims of Torture. Each Fund is mandated to channel voluntary contributions towards direct assistance for survivors of these human rights violations, through grants to civil society organizations.

The Humanitarian Funds run a fellowship programme, which aims to give young professionals with experience in organizations that provide services to survivors of contemporary forms of slavery and/or torture, the opportunity to expand their knowledge and skills on addressing these issues within the United Nations system.

Through this programme, fellows will gain working-level experience with the United Nations human rights system responding to contemporary forms of slavery and torture, including the evaluation and management of grants.

The two fellowship positions will be offered respectively, **from 01 August 2026 to 31 July 2027, and from 01 January 2027 to 31 December 2027** (with a probationary period of two months). An extension of up to one additional year may be possible, pending on availability of funds.

III. Requirements

To qualify for the fellowships, applicants must possess the following criteria:

- **Experience**
  - At least two years of experience in human rights issues related to contemporary forms of slavery and/or torture is required.
  - Experience in providing support to survivors of contemporary forms of slavery and/or torture is required.
  - Experience in project management is desirable.
- **Languages**
  - Working level of spoken and written English is required.
  - Fluency in French or Spanish is desirable.
  - Knowledge of another United Nations language (Arabic, Chinese or Russian) is also desirable.
- **Other**
  - Knowledge of the United Nations system is desirable.

People with lived experience of contemporary forms of slavery or torture who are providing support to other survivors are encouraged to apply.

Qualified candidates with relevant work experience or collaboration in organizations which received or are currently receiving financial support from the Humanitarian Funds are also encouraged to apply.

Applicants must be available to attend the full duration of the programme.

The United Nations is committed to creating a diverse and inclusive environment of mutual respect. The United Nations recruits and employs staff regardless of gender identity, sexual orientation, race, religious, cultural and ethnic backgrounds or disabilities. Reasonable accommodation for applicants with disabilities may be provided to support participation in the recruitment process when requested and indicated in the application.

Reference is made to United Nations staff rule 4.7, a fellowship award shall not be granted to a person who is the father, mother, son, daughter, brother, sister or spouse of a staff member. Any family relationship (including second- and third-degree relatives) or any other type of close association with any staff member or non-staff personnel engaged or formerly engaged with the United Nations Human Rights Office, should be made transparent at the time of requesting a fellowship award.

IV. Application & Selection Process

Interested candidates should send their complete application by e-mail to the Fund's Secretariat: **ohchr-unvfvt@un.org** **not later than Thursday, 15 April 2026.** Shortlisted candidates will be contacted for a written exam and an interview following application. The Terms of Reference cover two fellowship positions, subject to the availability of funds. Applicants should confirm their availability to one or both of the start-end dates in the application form.

Required documentation:

- Application form fully completed and signed
- Curriculum Vitae **(max 2 pages)**

V. Duties and Responsibilities

(i) Evaluate and analyse project applications and liaise with applicant organizations to provide technical assistance as required;
(ii) Conduct substantive research on and analysis of developments concerning contemporary forms of slavery and torture in specific contexts;
(iii) Review, record and compile information on best practices and lessons learned from grantees of the Funds;
(iv) Contribute to outreach efforts, and prepare and translate promotional material to increase the visibility of both Funds (website updates, brochures, social media posts, impact stories, etc.);
(v) Help organize and participate in the annual sessions of the Funds' Boards of Trustees, including public events and policy discussions;
(vi) Contribute to the work of other parts of the United Nations Human Rights Office as required.

VI. Entitlements

The selected candidates will be entitled to a monthly stipend[1] that will cover basic living expenses in Geneva, as well as return ticket from/to the country of residence and basic health insurance.

(Please note that this is **not** a regular employment position within the United Nations Human Rights Office, and it does not lead to employment rights and entitlements beyond the terms of the fellowship).

[1] The stipend is paid in local currency (CHF) and is calculated following the maximum rate of the UN Training and Fellowship UN DESA. For further information, please consult: Stipend Rates – Training and Fellowship (un.org)