

**UN Moldova Internship Program for Persons Belonging to**

**Under-Represented Groups**

**Terms of Reference**

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| **UN Agency:** | United Nations Development Programme (UNDP) in Moldova |
| **Title of the internship position:** | Training Support Intern |
| **Program / Project / Section:** | Strengthening Technical Capacities of the National Institutions for the Human Rights Protection and Promotion Project (NIJ Project) |
| **Reports to (officer in charge):** | Project Manager |
| **Duration and Period**  **of the Internship:** | 1 June – 30 November 2018 (6 months), with a possibility of extension |
| **Weekly workload (hours / week):** | 16-20 hours / week |

**Background**

The overall objective of the Project is to improve human rights protection and rule of law, including effective national implementation of European and international instruments in the Republic of Moldova, through the strengthening institutional capacities of key actors in relation to justice and vulnerable groups.

The Project is implemented on the basis of the National Institute of Justice (NIJ) – the only specialized institution in the Republic of Moldova which is providing initial and continuous training for future and actual judges and prosecutors. One of the Project goals is to mainstream international human rights standards into the NIJ’s training curricular.

In addition to this, the Project is addressing not only legal knowledge, but also attitudes of justice professionals. For this purpose, meetings between those taking part in NIJ trainings and persons belonging to vulnerable, minority and marginalized groups need to be organised in order to discuss the experience of these groups in their interaction with justice system and justice professionals. This is based on the results of the sociological research,[[1]](#footnote-1) which has evidenced that the more a person knows/interacts in a positive way with people belonging to other social groups, the more that person is open to accept other people from these groups in a positive way. Therefore, the direct interaction is strengthening social inclusion, reducing social distance, prejudices and biases.

**Summary of key responsibilities:**

* 1. To contribute to the establishing contacts between the NIJ and the NGOs working with and representing people belonging to vulnerable, minority and marginalized groups in Moldova;
  2. To contribute to the elaboration and implementation of several training event for the NIJ auditors, judges and prosecutors with people belonging to vulnerable, minority and marginalized groups;
  3. To contribute to the evaluation of training results (pre- and post-training evaluation);
  4. To contribute to the administrative and logistical arrangements for the prompt and effective implementation of activities;
  5. To contribute to the communication of results achieved within the Project, including through social networks;
  6. To perform other duties as assigned by the supervisor.

**Eligibility requirements**

Education:

* At least secondary education (completed University degree, especially in the field of law, public administration, journalism, sociology or other fields, is an advantage, but IS NOT a mandatory requirement).

Minimum qualifications / skills and competencies:

* General understanding of planning and implementation of events;
* Volunteer and/or work experience in NGOs is an advantage but is NOT a mandatory requirement;
* Ability to cooperate efficiently with diverse groups of people belonging to vulnerable, minority and marginalized groups;
* Good oral and written communication skills;
* Comfortable in talking and interacting with others;
* Core Values: proven commitment to the core values of the United Nations; in particular, is respectful of differences of culture, gender, religion, ethnicity, nationality, language, age, HIV status, disability, sexual orientation, or other status;
* Core Competencies: communication skills, enthusiasm, drive for results, ability to work on computer using Word, internet browsers and e-mail;
* Personal Qualities: responsibility, creativity, flexibility, punctuality;
* Languages:
  + Fluency in Romanian **OR** Russian, both oral and written;
  + Fluency in English is an advantage, but IS NOT mandatory;
  + Knowledge of one or more other languages relevant for Moldova, including Bulgarian, Gagauzian, Romani, Ukrainian or sign language, is an advantage.

**Who can apply for the internship?**

This internship position comes as a temporary special measure and seeks to fill in under-representation in UNDP Moldova primarily of persons belonging to the following groups: persons with disabilities, ethnic minorities, especially ethnic Gagauzians, Bulgarians, Roma, Jews, people of African descent, people living with HIV, religious minorities, especially Muslim women, LGBTI.

**Additional application requirement:**

* In addition to the general application requirements, applicants are encouraged to provide a reference from an NGO working on or with people belonging to vulnerable, minority or marginalized group(s).

**Internship package and working conditions**

* Remuneration: this internship **is not** a paid position.
* Workplace conditions: Intern will work inside and outside the UNDP office and will participate in all working meetings organized by the office. Intern needs to ensure access to computer and internet (access to the internet will be provided when working in the UNDP office).
* Urban, inter-urban transportation costs (in case of an intern with reduced mobility), as well as living or other relevant costs (in case of an intern permanently residing outside Chisinau) – will be additionally discussed and agreed.

1. Study on Equality Perceptions and Attitudes in the Republic of Moldova (2015): <http://md.one.un.org/content/unct/moldova/en/home/publications/joint-publications/studiul-privind-percepiile-i-atitudinile-fa-de-egalitate-in-repu.html> [↑](#footnote-ref-1)