



**KOMISI NASIONAL HAK ASASI MANUSIA
REPUBLIK INDONESIA**

Jl. Latuharhary No. 4B, Menteng, Jakarta Pusat 10310, Telp: 021-3925230, Fax: 021-3925227 Website: www.komnasham.go.id

SURAT PENGUMUMAN

NOMOR: 001/Peng.0.0.3/I/2020

TENTANG

**LOWONGAN PENERIMAAN PROGRAMME MANAGER UNTUK PROGRAM MEKANISME
NASIONAL ANTI PENYIKSAAN KERJA SAMA KOMISI NASIONAL HAK ASASI MANUSIA
DAN UNI EROPA**

Sehubungan dengan pelaksanaan Kegiatan *Strengthening the Roles of the Indonesian National Human Rights Commission (Komnas HAM) and 4 National Institutions* (Komnas Perempuan, KPAI, LPSK, and Ombudsman) *in Establishing National Preventive Mechanism for the Prevention of Torture in Indonesia*, kerja sama Komnas HAM dan Uni Eropa, dengan ini membuka kesempatan bagi warga negara Indonesia untuk mendaftar sebagai Programme Manager dengan lokasi di Jakarta.

A. Kualifikasi Pelamar (terlampir)

B. Proses dan Prosedur Lamaran

1. Surat lamaran diketik dan mencantumkan alamat pelamar beserta nomor telepon dan email yang bisa dihubungi
2. Fotocopy ijazah pendidikan yang dilegalisir oleh Pejabat yang berwenang
3. Fotocopy / scanned kartu identitas diri (KTP/Paspor)
4. Satu buah surat rekomendasi
5. Pas foto berwarna ukuran 4X6 sebanyak 1 buah
6. Berkas alamat dapat via email ke :

Alamat email: subbag.kal@gmail.com / cc kerjasamapencegahanpenyiksaan@gmail.com

C. Lain-lain

1. Pengumuman ini merupakan perpanjangan dari pengumuman pada 20 Desember 2019 berlaku sejak tanggal 23 Januari 2020 s.d 29 Januari 2020. Surat lamaran diterima paling lambat 29 Desember 2019 jam 18.00 WIB
2. Pengumuman hasil seleksi administrasi dan panggilan wawancara akan diumumkan di website Komnas HAM.

Dikeluarkan di Jakarta pada tanggal 23 Januari 2020

Sekretaris Jenderal Komnas HAM



Dr. Tasdyanto, SP, M.Si

NIP. 19720720199631001

THE INDONESIAN NATIONAL HUMAN RIGHTS COMMISSION

(KOMNAS HAM)

Strengthening the Roles of the Indonesian National Human Rights Commission (Komnas HAM) and 4 National Institutions (Komnas Perempuan, KPAI, LPSK, and Ombudsman) in Establishing National Preventive Mechanism for the Prevention of Torture in Indonesia,

Recruitment for Positions Closing date: 29 January 2020

Background

National human rights institutions (NHRIs) are official, independent State institutions established by law to promote and protect human rights. Some NHRIs are established under the constitution of their country. Others are established by an act of legislature (the parliament). They have broad mandates for the promotion and protection of human rights. The establishing laws give the institutions certain functions and should provide them with the powers necessary to perform those functions. In all cases NHRIs have functions of researching, advising and educating on human rights and to seek to resolve complaints of violation.

The ratification of Convention against Torture (Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment) through Law No. 5 of 1998 is expected to continue to reduce the number of complaints about cases of torture. This amount is an addition to the cases of arrest and/or detention not in accordance with acceptable procedures and arrest and/or detention with violence. The cases indicate a continuation of a culture that has been prevalent in the Police environment. This then raises the question of the legality of the arrest itself. Notices of arrest or detention are often not made immediately. It is possible that the detainee's family might go days without notice after family member suddenly disappears. It is worth noting that upon close examination, the mode of arrest without warrant is substantially related to the practice of enforced disappearances. In relation with prevention of torture, Komnas HAM has joint collaboration with the Women's Commission, the Indonesian Child Protection Commission, the Ombudsman and Witness and Victim Protection Agency to deal with the issue of elimination of torture in government detention centers under National Preventive Mechanism for the Prevention of Torture in Indonesia. The initiative aims to improve understanding of and commitment of key government agencies and security sectors to accountability for and prevention of torture and other cruel, inhuman or degrading treatment or punishment, through a National Preventive Mechanism (NPM).

In pursuit of the above, Komnas HAM seeks consultants to steer the project implementation with Komnas HAM Commissioners and Staffs. Komnas HAM is particularly looking for candidates with strengths in leadership, building partnership, as well as managing and measuring results for local and national policy makers. Candidates must have the ability to drive forward Komnas HAM's programmatic goals, policies and strategies through the project objectives. The position offered is:

PROGRAMME MANAGER (KH-NPM-001)

The candidate will be required to conduct the following tasks:

1. Organising program and activities in accordance with the goals and objectives of the program
2. Developing budget and operating plan for the program
3. Develop advocacy planning skills around NPM amongst Commissioners and all key staff
4. Introduce framework and tools for ongoing use in advocacy planning around NPM

5. Understand and commit to human rights substance in particular CAT, OPCAT and NPM
6. Clean track record of not doing or supporting human rights violations
7. By means of a critical assessment, identify priority issues for Komnas HAM advocacy, including one overarching office-wide advocacy priority.
8. Understand the work of human rights institutions and are able to coordinate work across agencies (Komnas HAM, Komnas Perempuan, LPSK, ORI)
9. Produce a fully-fledged advocacy strategy for the office-wide advocacy priority, as well as advocacy position papers for the other priority issues.
10. Produce a plan for building the capacity of, and supporting, country offices in their advocacy
11. Developing an evaluation method to assess program strength and identify areas for improvement
12. Building strategic direction of the project to ensure the goals and objectives are met
13. Working on strategy with Commissioners and key staff
14. Contract of work period: February 2020 – January 2021

Qualifications and experience required:

1. Education: University degree in Human Rights, Law, Criminology, International Law, Public Administration, or other fields related to the work of Komnas HAM
2. Work experience: 7-10 years of progressively responsible managerial experience in national/international programmes, especially dealing with the UN and EU mechanism
3. Proven expertise and experience in doing research, developing evidence-based advocacy strategies, and conducting strategic advocacy on behalf of large national or international organisations
4. Leadership: Ability to drive forward Komnas HAM programmatic goals, policies and strategies
5. Language: Fluency in Indonesian and English
6. An understanding of public policy research and analysis to inform advocacy
7. Familiarity with a range of project planning, monitoring and evaluations tools
8. Capacity and proven experience in planning, managing and facilitating workshops and consultations among diverse groups
9. Excellent writing and reporting skills
10. Based in Indonesia

Applicants are requested to send their detailed CVs, a recommendation letter, certified true copies of educational background certificates, copy/scanned of identity card, a 4X6 recent photograph, and a brief application letter, quoting the vacancy number, to the following recruitment email address:

Email address: subbag.kal@gmail.com / cc kerjasamapencegahanpenyiksaan@gmail.com

Applications should be received by 29th January 2020. Acknowledgement will be sent to short-listed candidates only.