

**Non paper on
Technical and objective requirements for eligible
candidates for mandate-holders
Rev 1
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1. Background

According to the Res 5/1: "The following general criteria will be of paramount importance while nominating, selecting and appointing mandate-holders: a) expertise; b) experience in the field of the mandate; c) independency; d) impartiality; e) personal integrity; f) objectivity" (OP 39). Due consideration should be given to gender balance as well as to appropriate representation of different legal systems." (OP 40). "Eligible candidates are highly qualified individuals who possess established competence, relevant expertise and extensive professional experience in the field of human rights" (OP 41).

This non-paper is an attempt to develop the above-mentioned criteria, while avoiding being over-prescriptive or too restrictive.

2. General aspects

- 2.1. The OHCHR has the responsibility to "*immediately prepare, maintain and periodically update a public list of eligible candidates in a standardized format*". The list shall include "*personal data, areas of expertise and professional experience*" (OP. 43 Res. 5/1)
- 2.2. The Secretariat may provide a standardized form for candidates to fill in, and shall allow for highlighting any expertise they possess in specific areas, so as to facilitate the selection of relevant candidacies from the roster as soon as appointments for particular mandates are necessary.

2.3. The data and information provided by the candidates shall be substantiated by appropriate written evidence to be annexed to the CV's.

2.4. Particular requirements could be determined for certain mandates

3. **Technical and objective requirements** to be considered:

3.1. Qualifications: awareness of a wide range of human rights issues; extensive practical professional experience, good communication skills in one of the UN languages. Educational qualifications in disciplines related to human rights are an asset.

3.2. Relevant expertise: sufficient knowledge of international human rights instruments, norms and principles; knowledge of institutional mandates and policies related to the UN or other international or regional organizations work in the area of human rights; proven work experience in the field of the mandate or related human rights fields;

3.3. Established competence: nationally, regionally or internationally recognized competence related to human rights;

3.4. Flexibility/readiness and availability of time to perform effectively the functions of the mandate and to respond to its requirements, including attending HRC sessions;