



# Associate Media Freedom Officer (P2) (SEC000836)

## Primary Location

OSCE Representative on Freedom of the Media, Vienna

## Job Information

### Profile

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#### Employee Status

Fixed Term

#### Job Type

Contracted

#### Schedule

Full-time

#### Education Level

Master's Degree (Second-level university degree or equivalent)

### Compensation

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#### Contract Type

International Contracted

#### Appointment Type

SM.C.I|Fixed-term

#### Grade

P2 - INS.P2

#### Contract Duration

24 months

#### Currency

Euro (EUR)

## Job Description

### Background:

The OSCE has a comprehensive approach to security that encompasses politico-military, economic and environmental, and human aspects. It therefore addresses a wide range of security-related concerns, including arms control, confidence- and security-building measures, human rights, combating human trafficking, national minorities, democratization, policing strategies, counter-terrorism and economic and environmental activities. All 57 participating States enjoy equal status, and decisions are taken by consensus on a politically, but not legally binding basis.

Free expression and free media are basic human rights. To ensure compliance with media-freedom commitments agreed upon by participating States, the Office of the OSCE Representative on Freedom of the Media (RFoM) was established in December 1997. The function of the Representative is to observe relevant media developments in OSCE participating States with a view to providing early warning on violations of freedom of expression. The Representative concentrates on rapid response to serious non-compliance with OSCE principles and commitments by participating States. In case of serious problems caused, for instance, by obstruction of media activities and unfavourable working conditions for journalists, the Representative seeks direct contacts with the participating State and other parties involved, assesses the facts and contributes to the resolution of the issue. Another task is to assist participating States by advocating and promoting full compliance with OSCE principles and commitments regarding freedom of expression and free media. Assistance is typically provided in the form of legal analyses of legislation, organizing conferences and roundtables during which best practices are shared and promoted, preparing topical publications and guidebooks on media freedom matters and providing training seminars for media and government officials.

### Tasks and Responsibilities:

The Associate Media Freedom Officer works under the supervision of the Senior Adviser and operationally interacts directly with all Senior Advisers, the Principal Adviser and, when relevant, the Director of the Office.

Under the direct supervision of the Senior Adviser, the Associate Media Freedom Officer will perform the following duties:

1. Assisting with the Office's OSCE-wide media freedom monitoring activities in selected OSCE participating States; analysing developments, including legislative developments and the political implications for freedom of speech, maintaining contacts with OSCE field presences in the geographical area of competence and submitting recommendations for action by RFoM;

2. Monitoring of media freedom-related legal, judicial and technological developments in the domain of speech offences and security concerns, especially combating hate speech, incitement to violence and terrorism, as well as fighting misuse of regulatory frameworks in silencing alternative opinions; proposing follow-up activities;
3. Following issues in the domain of criminal provisions affecting journalism, as well as other forms of legal harassment;
4. Closely monitoring attacks against journalists and media outlets, with a view to promoting journalist safety and the implementation of the OSCE Ministerial Council Decision 3/18 on Safety of Journalists;
5. Conducting research and preparing written analyses for the Representative; liaising with consultants and implementing partners in related fields;
6. Organizing meetings on the above-mentioned topics as well as visits of the Representative to participating States and related conferences;
7. Assisting with the implementation of activities in support of the FOM mandate in the geographical area, including project design and development, training, assessment and management; negotiating with potential project partners and donors;
8. Drafting speeches for the Representative and the Director of the Office on issues related to the region of competence;
9. Maintaining and developing contacts with media experts, global, regional and national NGOs and other standard-setting institutions, such as the Council of Europe and UNESCO;
10. Performing other related duties as assigned.

For more detailed information on the structure and work of the OSCE Representative on Freedom of the Media, please see <https://www.osce.org/representative-on-freedom-of-media>

#### Necessary Qualifications:

- Second-level university degree in political sciences, media studies, law, journalism or another related field. A first-level university degree in combination with two additional years of relevant experience will be accepted in lieu of the second-level university degree;
- A minimum of two years (four years with a relevant first-level degree);
- Practical experience in media advocacy or related fields or experience within national or international human rights organizations;
- Knowledge about the working methods of media professionals and media outlets;
- Good communication skills combined with sound political judgment;
- Experience in handling relevant information technologies (social media, etc.) is essential;
- Professional fluency in English, spoken and written. Knowledge of other official OSCE languages is desirable. Professional fluency in Russian is an asset;
- Computer literate with practical experience in Microsoft packages;
- Demonstrated gender awareness and sensitivity, and an ability to integrate a gender perspective into tasks and activities;
- Ability to establish and maintain effective working relationships with people of different national and cultural backgrounds, whilst remaining impartial and objective.

#### Remuneration Package:

Monthly remuneration is around EUR 6,100 with the actual monthly salary depending on post adjustment and family status. OSCE salaries are exempt from taxation in Austria. Social benefits will include possibility of participation in the Cigna medical insurance scheme and the OSCE Provident Fund. Other allowances and benefits are similar to those offered under the United Nations Common System.

Appointments are normally made at Step 1 of the applicable OSCE salary scale. In exceptional cases, an initial appointment at up to Step 3 may be considered. This depends on factors such as relevant experience exceeding minimum requirements or higher previous remuneration. Any such request by a candidate must be reviewed and approved by the OSCE before the appointment.

If you wish to apply for this position, please use the OSCE's online application link found under <https://vacancies.osce.org/>.

The OSCE retains the discretion to re-advertise/re-post the vacancy, to cancel the recruitment, to offer an appointment at a lower grade or to offer an appointment with a modified job description or for a different duration.

Only those candidates who are selected to participate in the subsequent stages of recruitment will be contacted.

Candidates interviewed and found suitable in the recruitment process for this vacancy notice will be placed on a roster of suitable candidates (valid for three years) for fixed-term posts, should a suitable opportunity arise. The placement on a roster does not guarantee a future appointment or assignment.

Please note that vacancies in the OSCE are open for competition only amongst nationals of participating States, please see <https://www.osce.org/participating-states>.

The OSCE is committed to diversity and inclusion within its workforce, and encourages qualified female and male candidates from all religious, ethnic and social backgrounds to apply to become a part of the Organization.

Candidates should be aware that OSCE officials shall conduct themselves at all times in a manner befitting the status of an international civil servant. This includes avoiding any action which may adversely reflect on the integrity, independence and impartiality of their position and function as officials of the OSCE. The OSCE is committed to applying the highest ethical standards

in carrying out its mandate. For more information on the values set out in OSCE Competency Model, please see <https://jobs.osce.org/resources/document/our-competency-model>.

The OSCE is a non-career organization committed to the principle of staff rotation, therefore the maximum period of service in this post is 7 years.

Please be aware that OSCE appointments are subject to medical clearance.

The mandatory retirement age at the OSCE is 65 years for contracted positions at the general service, professional and director level. The Organization shall apply an age limit of 62 years at the time of appointment as the incumbent selected is normally expected to carry out the contractual obligation of two years.

Please be aware that the OSCE does not request payment at any stage of the application and review process.

Issue Date

01-07-2025

Number of posts

1

Closing Date

29-07-2025

Target Start Date

As soon as possible