

1. INDIVIDUAL SKILLS OF COMMISSIONERS

(a) **has demonstrated knowledge of the principles of human rights and relevant domestic and international law, or extensive experience in promotion and protection of human rights,**

Assessment:

Questions at Interview:

1. Please outline your interest in the position and why you think you are particularly well-suited to this position?
2. Commissioners must have a detailed knowledge and understanding of human rights. Please outline how human rights are formally protected in Iraq the legislation and conventions protecting human rights at the domestic, regional and international level?

Responses:

1. The response should show a good understanding of the role of a NHRI and that of a Commissioner as its leader. The individual should relate their skills and experience to the roles and functions outlined in Article x of the legislation.
2. Broad knowledge of:
 - constitutional and legislative protections at the domestic level, and
 - international (and regional) instruments (e.g., ICCPR, ICESCR, CAT, CEDAW, CERD, ICRPD Arab Charter etc.

(b) **has knowledge of the principles of good governance and public administration**

Assessment:

Questions at Interview:

1. As an independent agency of the State, community expectations will be very high. In order to gain and maintain the trust of the community, the Commission will have to demonstrate that it is well governed and adheres to the highest standards of public accountability. Describe your leadership experience in a public or private institution and outline some of the elements that ensure high standards of governance and accountability?
2. How would you describe your leadership and management style? Can you illustrate with an example of creative resolution to a difficult professional situation?

Responses:

1. Depending on the applicant's experience, the response might refer to a variety of issues including:
 - transparent objective decision-making (including the development of clear delegations of authority; rules for avoidance of conflict of interest)
 - appropriate financial management (including appropriate internal regulation and oversight, avoidance of corruption),
 - human resource management (including open merit based selection processes, internal and external grievance procedures); and,
 - ...

(c)	is recognised as being a person of integrity and good character;
	<p>Assessment:</p> <p>Questions at Interview: Nil. Information should be gathered from application, publicly available information and referee statements. Note however that any adverse information obtained from public sources should be raised with the applicant in order to allow them the opportunity to respond to issues that may impact on their selection.</p>

(d)	is capable of fulfilling their position with independence and impartiality.
	<p>Assessment:</p> <p>Questions at Interview:</p> <ol style="list-style-type: none"> 1. If you are selected as a Commissioner you would be required to work independently and impartially. What do you think is required to comply with this undertaking? 2. The Commission is an independent institution that report to Parliament and Government: <ul style="list-style-type: none"> - What do you see as issues that the Commission may have to manage in its relationship with government? - What do you see as issues that the Commission may have to manage in its relationship with 'human rights' organisations? <p>Response:</p> <p>A response might refer to:</p> <ul style="list-style-type: none"> - the need to develop, maintain relationships and consult with all relevant stakeholders including the government, professional groups, civil society. - the importance of maintaining an effective working relationships with government while ensuring it is and is seen to be independent; - Commission must ensure that it alone determines it priorities based on its objective assessment of needs. - the need to recognise, but not become captive to the interests of any one particular stakeholder; - to maintain its impartiality.

2. COLLECTIVE ATTRIBUTES OF THE COMMISSION MEMBERS

In considering each prospective new member, the Selection Committee will consider the overall membership of the Commission and the need for the Commission to have:

(a) knowledge of, or experience in:

- (i) diverse matters likely to come before the Commission;
- (ii) domestic human rights law, or international human rights law;
- (iii) current economic, employment, or social issues;
- (iv) cultural issues and the needs and aspirations (including life experiences) of different communities and population groups in society;

Assessment:

Questions at Interview:

1. What do you see as 3 of the most pressing human rights issues in X and how do you think the Commission might engage on these issues? How might international human rights law assist you in so doing?
2. What do you see as some of the broader social issues facing X and how do you imagine the Commission might engage, either directly or indirectly on these issues?
3. The Commission's functions include reporting to the Parliament on how the Government is and should meet its human rights obligations. This might involve coordinating with state agencies, conducting research, reviewing proposed legislation, promoting acceptance to and undertaking community education, social justice and policy development roles. What is your expertise in these areas and how have you applied these skills in past roles?

In considering each prospective new member, the Selection Committee will consider the overall membership of the Commission and the need for the Commission to have:

(b) skills in, or experience in:

- (i) advocacy or public education;
- (ii) law, business, commerce, economics, industry, or financial or personnel management;
- (iii) public governance and administration.

Assessment:

Questions at Interview:

1. Article X refers to the Commissions mandate to promote an awareness of human rights. Describe how the Commission might undertake such a role. Provide examples of your experience in undertaking public education campaigns if relevant?
2. How will you determine the priorities of resource allocation given the numerous competing demands from both internal and external stakeholders?
3. How would you respond to issues of disagreement with other Commissioners if they arose?
4. As a Commissioner, you would be required to represents the Commission and build relationships with a broad range of stakeholders from staff to government officers and members of parliament. Give some examples of how you approach different types of

	<p>consultations and how you build productive relationships (both internal and external). What has been the most difficult negotiations you have managed and why?</p> <p>5. can you give examples of situations that highlight your skills in consultation, negotiation, persuasion and influence across a range of contexts?</p>
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FINAL POINTS

Consider if there are any points that you wish to review?

Indicate that Committee will be checking with referees