



Senior Adviser on Democracy for the OSCE Area

State Secretariat / Peace and Human Rights Division

Warsaw, Poland

The promotion of democracy is a thematic priority of the Swiss foreign policy strategy and a constitutional and legal mandate. Against the backdrop of a global democratic recession, Switzerland has launched its first-ever Guidelines on Democracy, which lay out the topics and instruments that lie at the heart of Switzerland's work in this domain.

The Peace and Human Rights Division (PHRD) focuses in particular on enhancing the resilience of democracies using the instruments of diplomacy for democracy. This involves bilateral and multilateral dialogues and dialogue platforms, networks and political communication, agile support for positive democratic developments and the provision of infrastructure for relevant events, platforms and dialogues ('good offices').

The PHRD is active in multilateral fora and strengthens the global narrative presenting democracy as a functioning and forward-looking model with tangible and measurable benefits. It also supports projects to boost democratic resilience, particularly in connection with elections and parliaments, participation and deliberation, and the rule of law.

Given its focus on strengthening democratic resilience, the PHRD concentrates primarily on countries that already have some democratic structures and are either affected by democratic backsliding or are seeing new democratic openings emerge. This means that it tends to operate in different contexts and with different thematic priorities than the Swiss Agency for Development and Cooperation (SDC), which focuses on governance issues in authoritarian contexts. Where thematic or geographical synergies exist, the two work closely together.

Tasks and responsibilities:

Under the technical guidance of the Democracy Section, and the leadership of the Swiss Embassy in Warsaw, which represents Switzerland's overall political interests locally, the Senior Democracy Adviser is responsible for the following:

- Development of democracy diplomacy: identification/creation/design/support of bilateral, multilateral and multi-stakeholder dialogues on topics identified as priorities by the PHRD.
- Strengthening and promoting democratic processes and institutions and strengthening the triad of human rights/the rule of law/democracy: identifying projects, activities or initiatives. Project financing should not stand alone but should open doors for democracy diplomacy or take place within the framework of diplomacy for democracy.
- Shaping Switzerland's position in democracy support work for the OSCE area and systematically incorporating it into the activities of the head office or relevant representations.
- Positioning Switzerland as a player in the area of democracy promotion in the OSCE area.

Qualification and Experience:

- University degree (international law and human rights law an advantage).
- Sound knowledge of the OSCE.
- Strong political awareness.
- Very good knowledge of English and with perfect knowledge of one Swiss national language and passive knowledge of a second.
- Physical and mental fitness to work in this context (assignments are subject to successfully meeting medical standards).
- Possession of a valid automobile driving license.
- Swiss nationality (Dual citizenship with country of assignment not possible).

Duty station:	Warsaw, Poland
Start of assignment:	01.01.2027
Duration of contract:	1 year, with the possibility of extension up to 3 years

Application Deadline	6 th September 2026
Interviews scheduled for	The first round of interviews is scheduled for the 14 th and 15 th of September 2026 and the second will be agreed upon.

Further information

- Learn more about the work of the PHRD: <https://www.swissinfo.ch/eng/democracy/promoting-democracy-25-years-of-a-swiss-foreign-policy-goal/89495528>
- Learn more about the Swiss Expert Pool: www.eda.admin.ch/expertenpool
- For questions related to the position:
Ms Adriadna Pop, Head of Democracy Section (ariadna.pop@eda.admin.ch; +41 58 46 91704)
- For questions regarding requirements and the selection process:
Mr Raphaël Mularoni, Swiss Expert Pool (raphael.mularoni@eda.admin.ch, +41 58 46 21725)

Assignment:

The seconded expert receives a contract from the Federal Department of Foreign Affairs for the duration of the deployment [PVFMH](#) (D) / [OPers-PDHH](#) (F) / [OPers-PRA](#) (I).

Please submit your application through the Swiss Federal Administration recruitment system:
<https://www.stelle.admin.ch/stelle/en/home/stellen/stellenangebot.html>

A complete application contains:

- A cover letter
- A curriculum vitae in English.
- Copies of diplomas and employment certificates.
- The completed Personal History Form PEP (see:
<https://www.eda.admin.ch/content/dam/eda/en/documents/aussenpolitik/menschenrechte-menschliche-sicherheit/stellenangebote-expertenpool/personal-history-form.docx>)