



**TERM OF REFERENCE (TOR)
FOR THE RECRUITMENT OF THREE (3) COMMISSIONERS
NATIONAL HUMAN RIGHTS COMMISSION (NHRC)**

GENERAL INFORMATION

Services/Work Description:	Public Appointment
Post Title:	Commissioner, National Human Rights Commission
Employer:	Government of The Gambia
Duty Station:	Banjul, The Gambia
Duration:	Four years (Full-time) Renewable
Number:	3 Commissioners (at least one must be a female)
Application	Deadline Friday 31st August 2026
Expected Start Date:	1 February 2027

BACKGROUND

The National Human Rights Commission (NHRC) is established under the National Human Rights Commission Act, 2017, as an independent body mandated to promote and protect human rights in The Gambia.

The Commission plays a central role in monitoring, investigating and addressing human rights violations, promoting awareness, advising the Government on human rights matters and ensuring compliance with national and international human rights obligations.

Pursuant to the Act, the Government invites applications from suitably qualified persons for appointment as Commissioners of the NHRC 3 Commissioner at least one must be a female)

SCOPE OF THE WORK

The Commissioners shall collectively contribute to the mandate of the Commission and shall:

- promote and protect human rights in The Gambia;
- receive, investigate and consider complaints of human rights violations;
- issue reports and recommendations to Government and relevant institutions;
- support the development and review of policies and legislation affecting human rights;
- promote public awareness and education on human rights;
- engage with national, regional and international human rights bodies; and
- perform such other functions as are necessary under the Act.

Under their mandate, Commissioners shall also:

- participate in the deliberations and decision-making processes of the Commission;
- serve on thematic committees of the Commission;
- ensure impartiality and fairness in the conduct of investigations;
- uphold the independence and integrity of the Commission; and
- comply with disclosure of interest requirements.

INSTITUTIONAL ARRANGEMENT

Commissioners shall serve full time as members of the National Human Rights Commission and operate collectively in the discharge of the Commission's mandate.

The Commission shall function independently and shall not be subject to the direction or control of any person or authority in the performance of its functions.

DURATION OF THE WORK

The duration of appointment shall be four (4) years from the date of appointment. Commissioners are eligible for re-appointment for one further term, subject to the provisions of the Act.

QUALIFICATIONS OF COMMISSIONERS

REQUIRED DOCUMENTS

Applicants shall submit:

- A detailed Curriculum Vitae indicating qualifications and professional experience;
- A cover letter (maximum two pages) demonstrating suitability for the role;
- Contact details of at least two (2) referees; and
- Any other supporting documents relevant to the application.

STATUTORY REQUIREMENTS

In accordance with the National Human Rights Commission Act, 2017 as amended by the NHRC Act of 2020, applicants must:

- be persons of high moral character and proven integrity;
- have so distinguished themselves in their respective fields as to command the respect of the public; and
- be well-versed in and have a proven record of respect for human rights.

ADDITIONAL STATUTORY CONDITIONS

A person appointed as a Commissioner shall:

- serve in his or her individual capacity and not represent any organisation or interest group; and
- upon appointment, relinquish any other office, post or employment.

HOW TO APPLY

Interested and qualified candidates shall submit their applications (CV, cover letter, and relevant supporting documents) by either depositing their application and supporting documents to the Ministry of Justice Office at Marina Parade in Banjul ***Applicants must send in their application before the close of business Friday 31st July 2026**

This TOR is approved by:

Hussein Thomasi

Solicitor General and Legal Secretary

SCHEDULE (Section 5 (1))

PROCEDURE FOR THE APPOINTMENT OF MEMBERS OF THE COMMISSION

The following procedure shall govern the appointment of members of the Commission and the announcement of their appointment –

The President shall, through the Minister, advertise in a transparent manner and invite suitably qualified persons to apply for the position of member of the Commission.

The list of applicants shall be considered by a selection panel which shall consist of –

(a) a representative of each of the following umbrella organisations –

(i) the Association of Non-Governmental Organisations;

(ii) Gambia Bar Association;

(iii) Gambia Federation of the Disabled;

(iv) National Youth Council;

(v) Female Lawyers' Association of The Gambia;

(vi) Gambia Press Union; and

(b) a representative of the Government, who shall be coopted into the panel and be given all the rights and privileges of a member of the panel except that he or she is not entitled to vote on any question before the panel.

The selection panel shall include at least two women.

A member of the selection panel is disqualified from applying for the position of member of the Commission.

The selection panel shall initially shortlist nine candidates who satisfy the criteria prescribed under section 5 (2) of this Act, viz. –

(a) demonstrated high morals;

(b) proven integrity;

(c) such distinguished service in a field of endeavour that commands the respect of the public; and

(d) familiarity with and proven record of respect for human rights, taking cognisance of the principles of pluralism and equitable gender representation.

The Minister shall, after the selection panel has shortlisted nine candidates for membership of the Commission, cause the shortlist of nine candidates to be published in the Gazette for fourteen days.

Any person who, within this period, has an objection to any of the shortlisted candidates may do so with reasons in writing to the Minister, who shall place the objection before the selection panel to consider and reach a conclusion on.

The selection panel shall decide whether or not to disqualify the candidate or remove the candidate's name from the list of shortlisted candidates.

The selection panel shall then present the shortlist of nine candidates to the National Assembly for approval of five of the candidates as members of the Commission.

After approval, the National Assembly shall forward the names of the five candidates to the President for formal appointment as members of the Commission.

The Minister shall publish in the Gazette, the names of the five persons appointed by the President as members of the Commission.