



RE-ADVERTISEMENT
UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES (UNHCR)
INTERNAL/EXTERNAL VACANCY ANNOUNCEMENT
Vacancy Notice No. IVN/EVN/GAL/20/02

Title of Post	Assistant Protection Officer	Category/grade	National Professional Officer, NOA
Post Number	10010686	Type of contract	Fixed-term Appointment
Location	Galkayo, Somalia	Date of Issue	2nd June 2020
Effective date of assignment	As soon as possible	Closing Date	15th June 2020

Organizational Setting and Work Relationships:

The Assistant Protection Officer will report to the Protection Officer. Depending on the size and structure of the Office, the incumbent may have supervisory responsibility for protection staff including community-based protection, registration, resettlement and education. S/he provides functional protection guidance to information management and programme staff on all protection/legal matters and accountabilities. These include: statelessness (in line with the campaign to End Statelessness by 2024), Global Compact on Refugees (GCR) commitments, age, gender, diversity (AGD) and accountability to affected populations (AAP) through community-based protection, Child protection, Sexual and Gender-Based Violence (SGBV) prevention and response, gender equality, disability inclusion, youth empowerment, psycho-social support and PSEA, registration, asylum/refugee status determination, resettlement, local integration, voluntary repatriation, human rights standards integration, national legislation, judicial engagement, predictable and decisive engagement in situations of internal displacement and engagement in wider mixed movement and climate change/disaster-related displacement responses. S/he supervises protection standards, operational procedures and practices in protection delivery in line with international standards.

The Assistant Protection Officer is expected to coordinate quality, timely and effective protection responses to the needs of populations of concern (PoC), ensuring that operational responses in all sectors mainstream protection methodologies and integrate protection safeguards. The incumbent contributes to the design of a comprehensive protection strategy and represents the Organization externally on protection doctrine and policy as guided by the supervisor. S/he also ensures that PoC are meaningfully engaged in the decisions that affect them and support programme design and adaptations that are influenced by the concerns, priorities and capacities of them. To achieve this, the incumbent will need to build and maintain effective interfaces with communities of concern, authorities, protection and assistance partners as well as a broader network of stakeholders who can contribute to enhancing protection.

Operational Context

UNHCR SO Galkayo leads protection clusters in South and north Galkayo (two different administrations) and co-leads combined CCCM and shelter clusters in both regions. Due to security/logistic barriers, the protection cluster in Galgudud region (Dhusmareb) is chaired by a co-coordinator from a national NGO. The incumbent will conduct regular missions to attend the cluster meetings in Dhusamareb. Due to the highly politicised working environment, the incumbent should possess proven political sensitivity and a high level of resilience to build rapport with stockholders and build consensus among multiple actors with differing agenda and interests.

The incumbent will report to Protection Officer (P3) in SO Galkayo. S/he will also supervise one or two national staff in Protection unit and will act as Officer-in-charge of the Protection Unit in the absence of the Protection Officer.

In addition to law degrees and certificates, a certificate and/or extended experience in community mobilization will be an asset in a historically protracted IDP situation.

All UNHCR staff members are accountable to perform their duties as reflected in their job description. They do so within their delegated authorities, in line with the regulatory framework of UNHCR which includes the UN Charter, UN Staff Regulations and Rules, UNHCR Policies and Administrative Instructions as well as relevant accountability frameworks. In addition, staff members are required to discharge their responsibilities in a manner consistent with the core, functional, cross-functional and managerial competencies and UNHCR's core values of professionalism, integrity and respect for diversity.

Duties

- Stay abreast of political, social, economic and cultural developments that have an impact on the protection environment.
- Consistently apply International and National Law and applicable UN/UNHCR and IASC policy, standards and codes of conduct.
- Assist in providing comments on existing and draft legislation related to PoC.
- Provide legal advice and guidance on protection issues to PoC; liaise with competent authorities to ensure the issuance of personal and other relevant documentation.
- Conduct eligibility and status determination for PoC in compliance with UNHCR procedural standards and international protection principles.
- Promote and contribute to measures to identify, prevent and reduce statelessness.
- Contribute to a country-level child protection plan as part of the protection strategy.
- Contribute to a country-level education plan as part of the protection strategy.
- Provide inputs for the development of protection policies and standards within the AoR.
- Implement and monitor Standard Operating Procedures (SOPs) for all protection/solutions activities.
- Manage individual protection cases including those on SGBV and child protection. Monitor, and intervene in cases of refoulement, expulsion and other protection incidents.
- Recommend durable solutions for the largest possible number of PoC through voluntary repatriation, local integration and where appropriate, resettlement.
- Assess resettlement needs and apply priorities for the resettlement of individuals and groups of refugees and other PoC.
- Contribute to the design, implementation and evaluation of protection related AGD based programming with implementing and operational partners.
- Contribute to and facilitate a programme of results-based advocacy with sectorial and/or cluster partners.
- Contribute to and facilitate effective information management through the provision of disaggregated data on populations of concern and their problems.
- Assist capacity-building initiatives for communities and individuals to assert their rights.
- Participate in initiatives to capacitate authorities, relevant institutions and NGOs to strengthen national protection related legislation and procedures.
- Intervene with authorities on protection issues.
- Assist the supervisor in deciding priorities for reception, interviewing and counselling for groups or individuals.
- Assist the supervisor in enforcing compliance of staff and implementing partners with global protection policies and standards of professional integrity in the delivery of protection services.
- Enforce compliance with, and integrity of, all protection standard operating procedures.
- Perform other related duties as required.

Essential Minimum Qualifications and Professional Experience:

- Education: Completed University Degree
- Job experience: Minimum relevant work experience - 1 year of with Undergraduate degree; no experience with Graduate degree or Doctorate degree
- Knowledge of International Refugee and Human Rights Law and ability to apply the relevant legal principles.

- Knowledge of English and UN working language of the duty station if not English and local language.

Desirable Qualifications and Experience:

- Completion of the Protection Learning Programme, RSD- Resettlement Learning Programme.
- Field of Education: Law/International Law/Political Science/or other relevant field

Functional Skills

- *PR-Protection-related guidelines, standards and indicators
- *LE-International Refugee Law
- *PR-Age, Gender and Diversity (AGD)
- PR-Sexual and Gender Based Violence (SGBV) Coordination
- MG-Projects management
- PR-PR-Human Rights Doctrine/Standards
- PR-International Humanitarian Law
- PR-Protection and mixed-movements
- PR-Internally Displaced Persons (IDP) Operations & IDPs Status/Rights/Obligation
- PR-Climate change and disaster related displacement
- PR-Community-based Protection
- MS-Drafting, Documentation, Data Presentation

(Functional Skills marked with an asterisk* are essential)

Required Competencies:

Core Competencies:

- Accountability
- Communication
- Organizational Awareness
- Teamwork & Collaboration
- Commitment to Continuous Learning
- Client & Result Orientation

Managerial Competencies

- Judgement and Decision Making

Cross-Functional Competencies

- Stakeholder Management
- Negotiation and Conflict Resolution
- Political Awareness

Eligibility:

MUST BE A SOMALI NATIONAL (Proof is required at point of application)

Group 1 & 2: Interested current staff members should consult the Instruction on Recruitment and Assignment of Locally Recruited Staff (RALS). If you have questions regarding your eligibility, you may also contact the HR Unit.

External candidates: External candidates must meet the essential minimum requirements of the position and candidates not citizens of the country must comply with all eligibility requirements for employment in line with the prevailing legislative prerequisites in the country.¹

¹ Completed and relevant university education can count as maximum 50% of the required years of work experience.

Remuneration:

A competitive compensation and benefits package is offered. For information on UN salaries, allowances and benefits, please visit the portal of the International Civil Service Commission at: <http://icsc.un.org>

Submission of Applications:

If you wish to be considered for this vacancy, please submit your letter of motivation, proof of Somali nationality and signed Personal History Form by e-mail clearly stating the position title, vacancy notice number in the subject line to: sommohrs@unhcr.org by the **15th June 2020**.

The Personal History Form and its supplementary sheet is attached and also available at the following link: <http://www.unhcr.org/recruit/p11new.doc>

No late applications will be accepted. Only shortlisted candidates will be contacted. Shortlisted candidates may be required to sit for a written test and/or oral interview. UNHCR does not charge a fee at any stage of the recruitment process (application, interview, processing or any other fees).

UNHCR strongly encourages qualified female applicants for this position. UNHCR seeks to ensure that male and female employees are given equal career opportunities. UNHCR is committed to achieving workforce diversity in terms of gender, nationality and culture. All applications will be treated with the strictest confidentiality.

Refugees – who cares? We Do.