

**UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES (UNHCR)  
INTERNAL / EXTERNAL VACANCY ANNOUNCEMENT**

<b>Title of Post</b>	<b>Protection Associate (Statelessness)</b>	<b>Category/grade</b>	<b>LICA6 (GS6)</b>
<b>Post Number</b>	<b>N/A</b>	<b>Type of contract</b>	<b>Individual Contractor Agreement</b>
<b>Location</b>	<b>Almaty, Kazakhstan</b>	<b>Date of Issue</b>	<b>21 June 2022</b>
<b>Effective date of assignment</b>	<b>ASAP</b>	<b>Closing Date</b>	<b>4 July 2022</b>

The above vacancy is announced in the United Nations High Commissioner for Refugees (UNHCR) Representation for Central Asia in Almaty, Kazakhstan.

UNHCR is committed to providing a trusted, respectful and inclusive environment where the people we serve and those who work for the organization feel safe, heard, equipped and empowered to speak up for themselves. UNHCR is also committed to responding and preventing sexual exploitation and abuse as well as sexual harassment.

### 1. General Background

UNHCR, the UN Refugee Agency, is a global organization dedicated to saving lives, protecting rights and building a better future for refugees, forcibly displaced communities and stateless people.

A total of 57,731 people were known to be stateless in Kazakhstan, the Kyrgyz Republic, Tajikistan, Turkmenistan and Uzbekistan as of end of 2021. However, the true magnitude of statelessness is believed to be higher as stateless persons are continuously identified in the region. The majority of them are ex-citizens of the Soviet Socialist Republics (USSR) who have not yet acquired/confirmed citizenship of the newly independent States, following the USSR's dissolution in 1991. Others became stateless due to gaps in nationality laws, international migration, and mixed marriages. Discrimination based on gender, age, religion, ethnic origin or other grounds is not a factor that gives rise to statelessness in the sub-region.

Turkmenistan is the only country in Central Asia that has acceded to the 1954 Convention relating to the Status of Stateless Persons (the 1954 Convention), and the 1961 Convention on the Reduction of Statelessness (the 1961 Convention). However, all of the five Central Asian states have ratified the international human rights instruments that commit them to respect and fulfill the right to a nationality and to safeguard a range of human rights to be enjoyed by stateless persons.

In recent years Central Asian States have made significant progress in tackling the challenge. The Kyrgyz Republic, in a historic first, ended all known stateless cases on its territory. Kazakhstan (in 2019, 2020), Tajikistan (in 2015), Turkmenistan (in 2013, 2020 and 2021) and Uzbekistan (in 2018, 2020) have also reformed relevant laws and practices to address statelessness.

UNHCR continues to work with Central Asian States to better identify and protect people without a nationality and prevent statelessness from occurring.

The incumbent monitors protection standards, operational procedures and practices in protection delivery in line with international standards and provides functional protection support to information management and programme staff.

The Protection Associate (Statelessness) is expected to coordinate quality, timely and effective protection responses to the needs of populations of concern (PoC) and identify opportunities to mainstream protection methodologies and integrate protection safeguards in operational responses in all sectors. S/he contributes to

designing a comprehensive protection strategy and liaises externally with authorities and partners on protection doctrine and policy as guided by the supervisor.

The Protection Associate (Statelessness) also ensures that PoC are involved in making decisions that affect them, whether in accessing their rights or in identifying appropriate solutions to their problems. To achieve this, the incumbent will need to build and maintain effective interfaces with communities of concern, local authorities and protection and assistance partners.

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.

## **2. Purpose and Scope of Assignment**

The Protection Associate (Statelessness), under the direct supervision of the MCO Statelessness Officer, and in close cooperation with the RBAP and DIP Statelessness Section, will provide legal and policy support to Operations relating to statelessness, as well as guidance and advice on operational planning and practices to ensure that effective activities are undertaken to address statelessness in the AoR.

The duties and responsibilities envisaged under the function include but are not limited to:

- 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 the mainstreaming of statelessness into all relevant sub-regional and/or country plans and strategies.
- In liaison with the Statelessness Officer and other relevant colleagues/ country offices, assist with providing technical advice to the partners on statelessness related policy developments, including in relation to legislative reform initiatives.
- Actively monitor national legal and policy developments relevant to statelessness in the country.
- Support mapping of statelessness situations; identify information gaps and provide technical guidance to help address them, including research and profiling activities.
- Support the implementation of the #IBelong Campaign, Global Action Plan to End Statelessness and the UNHCR and UNICEF Coalition on Every Child's right to a nationality at sub-regional and national levels.
- Provide advice on protection issues to PoC; liaise with competent authorities to ensure the issuance of personal and other relevant documentation.
- Support initiatives to capacitate authorities, relevant institutions and NGOs to strengthen national protection related legislation and procedures.
- In coordination and consultation with the Statelessness Officer provide inputs for Partner Partnership Agreements for implementation of activities.
- Support capacity-building initiatives for government counterparts, civil society partners with the aim of enhancing protection and solutions for stateless persons.
- Contribute to development/update of protection and communications strategies and ensure their implementation, including organization and implementation of campaigns, events and other initiatives in support of UNHCR's strategic objectives.
- Facilitate effective information management through the provision of disaggregated data on PoC and their problems.
- Assist the supervisor with enforcing compliance of local implementing partners with global protection policies and standards of professional integrity in the delivery of protection services.
- Assist the supervisor with enforcing compliance with, and integrity of, all protection standard operating procedures.
- Perform other related duties as required.

## **3. Monitoring and Progress Controls**

- Protection of population of concern is met through the application of International and National Law, relevant UN/UNHCR protection standards and IASC principles.
- Protection activities are guided by UNHCR regional and country strategy.

- Contribution to reporting requirements.
- Quality and accuracy of information provided to partners and PoC.

#### 4. Qualifications and Experience

##### a. Education

Bachelor's Degree in International Law, International Human Rights Law, Political Science or Public policy or closely related field.

Desirable

Protection Learning Programme and/or Statelessness Learning Courses.

##### b. Work Experience

3 years relevant experience with High School Diploma; or 2 years relevant work experience with Bachelor or equivalent or higher degree, preferably in the area of refugee protection, nationality, civil status and/or statelessness issues, human rights advocacy.

##### c. Key Competencies

###### Functional Skills:

- Fluency in English and Russian languages, knowledge of Kazakh or another Central Asian language is an asset.
- Excellent interpersonal skills; ability to work inclusively and collaboratively with a range of interlocutors;
- Computer literacy, including proficiency in various MS Office applications (Excel, Word, etc.);
- Self-motivation, ability to work with tight deadlines;
- Protection & Solutions Awareness
- Protection-related guidelines, standards and indicators. Refugee Protection Principles and Framework
- Doctrinal issues and Legal Research on nationality and statelessness, international law
- Principles and Procedures, operational arrangements/assistance Legal Standards on Statelessness
- PR-Statelessness

###### Core Competencies

Accountability

Communication

Organizational Awareness

Teamwork & Collaboration

Commitment to Continuous Learning

Client & Result Orientation

###### Managerial Competencies

Judgement and Decision Making

###### Cross-Functional Competencies

Negotiation and Conflict Resolution

Political Awareness

Stakeholder Management

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All UNHCR workforce members must individually and collectively, contribute towards a working environment where each person feels safe, and empowered to perform their duties. This includes by demonstrating no tolerance for sexual exploitation and abuse, harassment including sexual harassment, sexism, gender inequality, discrimination, and abuse of power.

As individuals and as managers, all must be proactive in preventing and responding to inappropriate conduct, support ongoing dialogue on these matters and speaking up and seeking guidance and support from relevant UNHCR resources when these issues arise.

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Only nationals of the country are eligible to apply to this position.

#### **Submission of Applications:**

**Closing date is 4 July 2022, 24:00 the latest.** Applications (UNHCR Personal History Form) should be duly completed, signed and sent to the e-mail address: [KAZALHR@unhcr.org](mailto:KAZALHR@unhcr.org)

**Subject line should precisely indicate: applicant's name, VN for the Protection Associate (Statelessness).**

**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 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.

UNHCR has a responsibility to prevent and curb the spread of COVID-19 as part of its accountability to its workforce and the communities it works in and serves. Therefore, in alignment with other UN agencies and based on the advice of the UN Medical Section, UNHCR strongly urges all staff and affiliated work force to get vaccinated as soon as possible to protect themselves and others. To mitigate the risk for colleagues globally, vaccination is mandatory for all international travel on official UNHCR business.

UNHCR MCO Almaty, Kazakhstan, 21 June 2022