



UNHCR

United Nations High Commissioner for Refugees
Haut Commissariat des Nations Unies pour les réfugiés

22 December 2016

JOB OPENING: Integration Associate

Duration of contract: Full-time, starting 1 February 2017 until 31 December 2017

Location: The consultant will be based in the UNHCR Office in Nicosia, Cyprus

To apply, please send a completed United Nations Personal History Form ([P11](#)) and a motivation letter to Ms Maria Kyriacou (kyriacou@unhcr.org)

Closing date: 10 January 2017

- Applications without the above documents will not be considered.
- Applications received after the closing date will not be accepted.
- Applications will not be acknowledged. Only shortlisted candidates will be contacted for an interview.

Organizational context

The Office of the United Nations High Commissioner for Refugees (UNHCR) is a humanitarian and non-political organization mandated by the United Nations to protect refugees, asylum-seekers and stateless persons and help them find lasting solutions to their problems. UNHCR's activities are based on a framework of international refugee law and standards that includes the *1951 Convention relating to the Status of Refugees* and its *1967 Protocol*, as well as an array of international and regional treaties on human rights and humanitarian law. UNHCR works with States, civil society organizations, the legal community, the media and other actors to ensure the protection of refugees and promote their participation and integration in the economic, social, cultural and political life of their host society. Integration is essentially ensuring effective strategies and programmes are in place to protect the human rights of refugees, prevent their marginalization, enable them to reach and develop their full potential and foster social cohesion and harmonious co-existence with their host community.

UNHCR is looking to hire a highly motivated individual to assist its Country Office in Cyprus in carrying out a wide range of community development and integration-related activities, with a particular focus on education, and is inviting qualifying candidates to apply.

Main duties and responsibilities

1. To map and provide analyses on the social, educational, psycho-social, cultural, health, organisational and livelihood concerns of refugees and asylum-seekers, with particular focus on individuals and groups with specific needs - older persons, persons with disabilities, unaccompanied and separated children, single-headed households, survivors of abuse, torture or trafficking.
2. To regularly conduct situation analysis of risks and protection factors affecting refugee girls and boys, including adolescents. A priority in this regard is the situation of unaccompanied and separated children, including children in foster families and in institutional care arrangements.

3. To closely liaise with existing child protection network(s) with local authorities and NGOs and assist in the establishment/strengthening of a structured mechanism to undertake, in a systematic manner, Best Interests Assessment and Best Interests Determination.
4. To support UNHCR's strategic directions for refugee education by working closely with relevant government officials, school administrations, teachers and the refugees themselves to ensure that the education needs of refugees and asylum-seekers are met at all levels through the application of international and national commitments.
5. To work with partners to develop innovative education approaches for emerging needs in refugee education, including attention to special needs, girls, pre-school education and non-formal activities.
6. To coordinate with education networks to ensure that refugee education interests are understood and included in relevant national policies and initiatives.
7. To identify gaps in education service provision and advocate with relevant authorities for effective measures to address them.
8. To regularly update and share information related to education, utilizing data collection to identify gaps, assess trends, and design interventions, and ensure the collection and dissemination of education information and best practices to enhance education delivery.
9. To support and contribute to the drafting of internal guidelines and/or standard operating procedures for various aspects of community-based protection and related issues.
10. To assist in organising thematic training sessions and other capacity-building initiatives for the authorities, NGOs and populations of concern.

Essential minimum qualifications and professional experience required

- Completion of secondary education, with post-secondary training/certificate in Social Sciences, Social Services, Counselling, Human Rights, Anthropology, Psychology or other related disciplines.
 - Minimum 6 years of previous job experience relevant to the function
 - Fluency in English and Greek essential. Working language of Turkish an asset
 - Excellent writing/drafting skills
 - Analytical skills: ability to conduct situation analysis, social analysis of risk factors, political and economic context
 - Planning and organizing skills: ability to establish priorities and to plan work assignments, respond to competing demands and work under pressure of frequent, multiple and tight deadlines
 - Inter-personal skills: ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity; ability to develop partnership and networks in community development work.
 - Computer skills (MS Office and People Soft applications)
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