



Vacancy Notice

02 October 2019

EXTERNAL VACANCY ANNOUNCEMENT No: 19/HCR/KGL/VN/056

Title of Post: Protection Associate (SGBV)
Post Number: TA
Duty Station: Nyamata, Rwanda
Category and Level: G6
Duration of assignment: Initially up to December 2019
Entry on Duty: Immediate
Closing date of application: **13 October 2019**

ORGANIZATIONAL CONTEXT

The Protection Associate (SGBV) is part of UNHCR Nyamata Protection Team and reports directly to Associate Protection Officer (SGBV). He/she will be working in close collaboration with UNHCR Implementing and Operational partners, as well as with other UN Agencies on thematic issues such as SGBV.

The Protection Associate (SGBV) is expected to coordinate quality, timely and effective protection responses to the needs of populations of concern (women, girls, children, survivors of SGBV, including men and boys). The Protection Associate (SGBV) works directly with communities of concern to identify the risks they face and to leverage their capacities to protect themselves, their families and communities. The incumbent will support the application of community-based protection standards, operational procedures and practices in community-based protection delivery at the field level. To fulfil this role the Protection Associate (SGBV) is required to spend a substantial percentage of her/his time working at Gashora Transit Centre, building and maintaining networks within communities and persons of concern.

FUNCTIONAL STATEMENT

Accountability:

- The protection of populations of concern is met through the application of International and National Law, relevant UN/UNHCR protection standards and IASC principles.
- SGBV survivors are able to access quality and timely response service.
- The participation of persons of concern is facilitated through continuous assessment and evaluation using participatory, rights and community-based approaches.
- Effective support and advice is provided to promote AGD sensitive analysis of community risks and capacities as the essential basis for all of UNHCR's work.
- SGBV incidents are immediately identified and reported.

Responsibility:

- Assist in provision of technical support on SGBV, including in particular: In close liaison with UNHCR Partners and Government institutions, keep track of incident report, monitor referrals of the SGBV survivors to appropriate service providers for further management of the case.
- Assist in conducting an assessment on SGBV risk factors among persons of concern, flag potential risks or challenges emerging from data analysis and make recommendations to address them.
- Assist in developing ways in which community involvement can be increased and risks are mitigated.

- Liaise with relevant partners/agencies to ensure that the necessary services targeting women, men, girls and boys, are reaching them and that SGBV prevention and response address their specific protection risks.
- Follow up with partners on proper data collection mechanisms; as well as contribute to effective information management on SGBV survivors through provision of disaggregated data on persons of concern and issues/risks they face.
- Strengthen mechanisms related to mapping trends, tracking and analysing data related to individual SGBV survivors.
- Follow up with partners on timely submission of qualitative and quantitative weekly and monthly reports.
- Assist in conducting capacity building activities of partners' staff on cases management.
- Support in identifying complex cases for discussions with relevant partners especially those in need of coordinated and urgent multi sectorial responses.
- Follow up organization of weekly SGBV Working Group meetings
- Undertake other duties as required.

Authority

- Negotiate with local authority counterparts, partners and populations of concern.
- Represent UNHCR in physical monitoring of projects.
- Provide inputs for the country operations plan and other submissions and reports.
- Contribute to the enforcement of participatory AGD sensitive analysis as an essential basis for all of UNHCR's work.
- Identify and select individuals or groups most at risk of SGBV and prioritize for interventions as per established guidelines.

ESSENTIAL MINIMUM QUALIFICATIONS AND EXPERIENCE

- Education: Completion of secondary education post-secondary certificate/ training in Law, Social work/ Social Sciences or Community Services or human rights.
- Job Experience: Minimum 5 years of previous experience in working SGBV related activities including planning, developing interventions, capacity building.
- Fluency in English and working knowledge of another relevant UN language or local language
- Computer skills (MS office applications).
- Empowering and Building Trust
- Analytical Thinking
- Planning and Organizing
- Technological Awareness

DESIRABLE QUALIFICATION & COMPETENCIES

- Knowledge of local languages.
- Training and facilitation skills.
- Completed Protection Learning Programme.

SUBMISSIONS OF APPLICATIONS

If you wish to be considered for this vacancy, please submit your application on <http://rwanda.unhcr.io> by **13 October 2019**.

Shortlisted candidates may be required to sit for a test. Only shortlisted candidates will be notified. No late applications will be accepted.

UNHCR is committed to diversity and welcomes applications from qualified candidates regardless of disability, gender identity, marital or civil partnership status, race, color or ethnic and national origins, religion or belief, or sexual orientation.

UNHCR does not charge a fee at any stage of the recruitment process (application, interview meeting, processing, training or any other fees).

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>