

**UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES (UNHCR)  
INTERNAL / EXTERNAL VACANCY ANNOUNCEMENT  
Vacancy Notice No. 18/2022**

<b>Title of Post</b>	<b>Assistant Statelessness Officer</b>	<b>Category/grade</b>	<b>NO-A</b>
<b>Post Number</b>	<b>TBA</b>	<b>Type of contract</b>	<b>Fixed-Term Appointment (FTA)</b>
<b>Location</b>	<b>Bangkok, Thailand</b>	<b>Date of Issue</b>	<b>30 May 2022</b>
<b>Effective date of assignment</b>	<b>1 July 2022</b>	<b>Closing Date</b>	<b>12 June 2022</b>

**Operational Context**

This position has responsibility for activities regarding statelessness in Thailand, Cambodia, Lao PDR and Vietnam.

**Thailand**

There are nearly 500,000 registered stateless persons in Thailand – one of the five largest populations in the world. In recent years the Royal Thai Government (RTG) has made some progress in addressing statelessness. The RTG has signalled political will to resolve this issue; it is one of the core supporters of the #IBelong campaign and made substantive pledges to address statelessness during the 2019 High-level Segment. Nonetheless, significant challenges remain in facilitating access to nationality, not least administrative bottlenecks and resource constraints. There have also been gaps identified with respect to accessing basic rights and social protection for stateless individuals, highlighted during the COVID-19 pandemic.

**Cambodia**

There are no updated stateless statistics available for Cambodia. However, in 2020, the Immigration Department indicated that there were 75,000 ethnic Vietnamese whose legal documents were withdrawn. These are persons of undetermined nationality and fall under UNHCR's statelessness mandate. Cross-border migration and irregular movement of undocumented ethnic Vietnamese between Cambodia and Viet Nam is also a significant cause of statelessness. Cambodia is undertaking work to reform its civil registration and vital statistics law, which may provide avenues through which to strengthen the legal framework and prevent statelessness. UNHCR is also working with the Royal Cambodian Government on a project to strengthen civil registration capacity.

**Lao PDR**

UNHCR has minimal activities and no presence in Laos. Official statelessness statistics are currently unavailable. However, UNHCR has been informed through its ongoing project in Vietnam that there are a number of stateless persons or persons of undetermined nationality residing in the border areas between Laos and Vietnam and that the two countries are implementing a Bilateral Agreement to naturalize and solve civil registration-related issues for persons residing in the border areas.

## **Vietnam**

There were reported to be over 35,000 individuals who fall under the statelessness mandate in Viet Nam at the end of 2021. In 2020, Vietnam promulgated a Prime Minister's Decision, which represents a firm commitment to undertake ambitious activities to address statelessness, including acceding to the Statelessness Conventions, establishing a statelessness determination procedure, strengthening access to civil registration, and wider commitments to improve the identification and reduction of statelessness and protect the rights of stateless persons. UNHCR works closely with the Vietnam government on statelessness and to support the above workplan, including through joint projects.

The Assistant Statelessness Officer is a member of the Multi-country Office (MCO) Protection team and is relied upon to provide quality, timely and effective support on statelessness issues. Under the overall guidance of the Senior Protection Officer, the Assistant Statelessness Officer will be the MCO's focal point for the ongoing formulation and implementation of the statelessness strategy as regards Thailand, Cambodia, Lao PDR and Vietnam. Responsibilities will include, inter alia: undertaking analysis and preparing advice on statelessness; engaging in advocacy and awareness raising activities with government counterparts and other stakeholders; capacity building activities, including facilitating training on statelessness; managing UNHCR's statelessness projects in Thailand, Cambodia and Vietnam; and engaging with UN Country Teams covered by the MCO on statelessness issues, including in relation to United Nations Sustainable Development Cooperation Frameworks.

The Assistant Statelessness Officer should have strong knowledge of UNHCR's policies related to statelessness and international statelessness standards. Knowledge of domestic law and policy in the countries covered by the MCO is an asset. The incumbent should have excellent research and analytical skills, as well as excellent drafting and communication skills. Demonstrated experience working on statelessness is an asset. The Assistant Statelessness Officer should have excellent interpersonal and advocacy skills to facilitate strong and constructive engagement with a wide range of actors, including stateless persons, Government officials and NGOs. A training certificate in Stateless learning programme is desirable. Some travel is expected. The incumbent should have some management experience as s/he will directly manage one G6 Protection Associate (Statelessness) and one G5-level Senior Data Management Assistant (UNOPS).

### **Organizational Setting and Work Relationships**

The Assistant Statelessness Officer, under the direct supervision of a more senior protection colleague and in close cooperation with the DIP Statelessness Section, provides 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 to address statelessness are undertaken in the AoR.

The incumbent maintains close working relations with senior protection staff, and interacts at the technical level with colleagues of regionally based UN sister agencies, other intergovernmental organizations, non-governmental organisations, embassies and academic institutions.

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**

- Provide advice to Field Offices to ensure that operational and advocacy responses to statelessness reflect international standards and mainstream methodologies for responses to the problem of statelessness, including its prevention and reduction.
- Provide analysis and technical advice on nationality laws and statelessness determination procedures, operational responses, including to resolve protracted situations; guidance on methods of identification of stateless persons; civil status registration and documentation.
- Monitor the development of international law and doctrine on statelessness, nationality and related areas and developments in the field of nationality law.
- Advocate for proper interpretation of law and doctrine and promote protection principles and international law development of standards as relevant to the prevention and reduction of statelessness and the protection of stateless persons
- Provide quality legal support and protection advice on statelessness, draft position papers and guidelines on pertinent legal and operational issues.
- Advise on efforts to map statelessness situations and provide guidance in the formulation of strategies for the identification, prevention and reduction of statelessness and protection of stateless persons.
- With the support of the supervisor, handle individual cases and situations raising special questions of application or interpretation of international law, international standards on statelessness, including the two UN Statelessness Conventions, as well as refugee and human rights law.
- Prepare protection documents and policies in cooperation with supervisor.
- Participate in the development of project proposals and project implementation.
- Liaise with DIP, Divisions and Bureaux work units and external actors to enhance awareness of principles relating to statelessness.
- Produce and deliver quality training tools on statelessness and workshops.
- Engage with external partners and stakeholders, including governments, non-governmental organizations, international organizations and other relevant stakeholders on issues related to legal principles pertaining to statelessness and related international law.
- Help to build and maintain effective interfaces with stakeholders who can contribute to enhancing responses to statelessness.
- Represent the Office on protection doctrine and policy in meetings within UNHCR and with external counterparts.
- Perform other related duties as required.

## **Minimum Qualifications**

### **Education & Professional Work Experience**

#### **Years of Experience / Degree Level**

*1 year relevant experience with Undergraduate degree; or no experience with Graduate degree; or no experience with Doctorate degree*

#### **Field(s) of Education (desirable)**

*Law; International Human Rights Law; or other relevant field.*

## **Certificates and/or Licenses (desirable)**

*HCR Protection Learning Programme Statelessness*

## **Relevant Job Experience**

### **Desirable**

Experience in refugee issues/human rights/or nationality law/civil status issues. Experience with the UN and/or a Foreign Ministry.

## **Functional Skills (desirable)**

*PR-Statelessness- Doctrinal issues on nationality and statelessness;*

*PR-Statelessness- Principles and Procedures, operational arrangements/assistance Legal Standards on Statelessness;*

*LE-Legal Research;*

*LE-International Law;*

## **Language Requirements**

Fluency in English and Thai

## **Competency Requirements**

### **Core Competencies:**

*Accountability*

*Communication*

*Organizational Awareness*

*Teamwork & Collaboration*

*Commitment to Continuous Learning*

*Client & Result Orientation*

### **Managerial Competencies:**

*Judgement and Decision Making*

*Empowering and Building Trust*

### **Cross-Functional Competencies:**

*Analytical Thinking*

*Planning and Organizing*

*Change Capability and Adaptability*

### **Eligibility:**

Candidates must be Thai nationals.

Internal staff members should consult the Recruitment and Assignment of Locally Recruited Staff (RALS), UNHCR/AI/2020/1/Rev.2. If you have any question regarding the eligibility, you may also contact the HR unit.

## **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:**

Please submit your Motivation Letter, duly signed P.11 form, Curriculum Vitae and a copy of official ID card/national passport clearly stating the position title, vacancy notice number and your Last Name in the subject line to: [THABAHR@unhcr.org](mailto:THABAHR@unhcr.org) by the closing date.

Applications will not be acknowledged. Only the successful candidate will be notified of the outcome of the selection process.

According to UNHCR Administrative Instruction on COVID-19 Vaccination and related Safety Measures, candidate(s) selected for the position will be requested to provide proof of COVID vaccination during the medical clearance process. Failure to provide an acceptable proof of COVID vaccination may disqualify the candidate from being appointed to the position.

P.11 form can be downloaded from:

[https://www.unhcr.or.th/sites/default/files/u11/P11\\_UNHCR.docm](https://www.unhcr.or.th/sites/default/files/u11/P11_UNHCR.docm) and

[https://www.unhcr.or.th/sites/default/files/u11/P11SUP\\_UNHCR.docm](https://www.unhcr.or.th/sites/default/files/u11/P11SUP_UNHCR.docm)

**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.

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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## **Distribution:**

- All UNHCR staff members in Thailand
- UN organizations in Thailand
- Specialized Agencies
- Diplomatic Missions

- International NGOs
- Non-government Organizations
- Embassies