UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES
INTERNAL/EXTERNAL VACANCY NOTICE

Title of Position: Education Officer
Position Number: 10030104
Category & Level: National Professional Category, NOC
Location: Ankara, Turkey
Effective date: 1 April 2019
Duration: initially for a period of one year
Closing Date: 27 March 2019

PREAMBLE

The international obligations of Turkey and its national legislative framework on asylum have shaped the form of the current collaboration with UNHCR. During the last 57 years, UNHCR and Turkey have been working together in close partnership. Turkey has provided the asylum space for persons seeking refuge, and UNHCR has assisted Turkey to determine who is in need of international protection and to enable access to rights by these persons. As the main partner of the Turkish State in the field of international protection, UNHCR Turkey continues to provide legislative and technical support as well as institutional capacity building support to the Directorate General of Migration Management (DGMM) and other national institutions.

As regard Syrian nationals who are hosted in Turkey under a Temporary Protection (TP) framework for Syrian nationals, refugees and stateless, UNHCR’s work is to support the authorities through the provision of technical assistance and strong public advocacy for enhanced responsibility sharing.

UNHCR in Turkey processes cases in close consultation with DGMM for the purposes of resettlement, intervenes to strengthen the protection environment and access to social support mechanisms, and endeavors to find durable solutions for the most vulnerable amongst those who are recognized as refugees provided they meet the criteria of the resettlement countries.

UNHCR in Turkey operates through a branch office in Ankara, with field offices in Gaziantep and Istanbul, as well as field units in Sanliurfa, Hatay, Izmir, and Van.

To find out more information about UNHCR, please visit our website.

OPERATIONAL CONTEXT

Since 2014, Turkey has hosted the largest refugee population in the world, hosting 3.6 million Syrians and over 360,000 asylum-seekers and refugees of other nationalities. Turkey has adopted a legal framework (the Law on International Protection and Foreigners and a Temporary Protection Regulation) which forms the basis for UNHCR Turkey’s strategy and priorities, in line with UNHCR’s Global Strategic Priorities:

The Government of Turkey takes the lead in the refugee response, based on a solid asylum legal framework and policies to include people of concern in national services. UNHCR is coordinating the refugee response by supporting national and local counterparts, co-leading the Regional Refugee and Resilience Plan (3RP), maintaining an operational footprint in order to better support the authorities in areas where it has a specific expertise and playing a catalytic role to ensure synergies among all actors engaged in the refugee response.

Over the last few years, with the number of Syrian refugees continuing to rise, donors have substantially increased their support to Turkey. This has led to high levels of funding to and engagement with donors by UNHCR Turkey.
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As part of UNHCR strategic directions, aiming for inclusion of refugees into national systems, UNHCR will continue its advocacy and active engagement, including by working with line ministries and institutions at national, provincial and local levels and by providing technical and capacity development support.

In Turkey, UNHCR's education's strategy focuses on supporting the effective inclusion of refugees within the national education system and national education institutions. Areas of work complement those of other actors within the sector, particularly that of UNICEF. UNHCR's operational focus is on the promotion of Turkish language learning to facilitate enrolment in schools and language learning by adults to support social cohesion and increase the likelihood of refugees being able to be self-reliant. Most of these programmes are delivered through Public Education Centres. A core area of work is promotion of access to higher education by refugee youth. Many of UNHCR's programmes are implemented through government institutions such as the Ministries of National Education and Family, Labour and Social Services, and the Presidency for Turks Abroad and Related Communities (YTB). In the coming years, policy advocacy and engagement in policy-related matters will form a great part of the Education Unit’s work. UNHCR also co-leads the education sector within the framework of the 3RP coordination architecture.

ORGANIZATIONAL CONTEXT

The incumbent will act as the focal point for the education sector in the area of operation, provide leadership for UNHCR regarding education and advocate on all issues related to UNHCR education programmes and strategic directions. He/She normally works under the direct supervision of the Senior Education Officer or Assistant Representative Operations.

He/She will coordinate the adaption of global education strategies and approaches on the inclusion of refugees in national education institutions in line with the principles of the Global Compact on Refugees and the Comprehensive Refugee Response framework. UNHCR's contributions to policy discussions and operational work will need to be coordinated with the Ministry of National Education at national, provincial and district levels, UNICEF, Education partners and other appropriate national and international partners, including community-based organisations. Where appropriate, s/he will liaise with partners to assess the education context, identify and address gaps, to develop annual implementation plans and to monitor the programme and assess impact. He/She will work in collaboration with in-country education partners to improve access to, and quality of, refugee education at all levels, both formal and non-formal and will liaise with partners for joint support for education access for refugee and host community children, youth and adults. This may include, among others, promoting safe learning environments, advocating for monitoring of learning achievement, facilitating smooth transition from between education levels, particularly transition to tertiary education.. He/She will also collaborate with other units to ensure that the needs of vulnerable groups, including those with special needs, minorities, girls, have access to services. He/She will foster and ensure inter-sectoral linkages with child protection, SGBV, gender, community services, livelihoods and health, among others. The incumbent will, as pertinent to the operation’s staffing profile, supervise lower grade education staff.

FUNCTIONAL STATEMENT

Accountabilities

- The education needs of refugees are met through the application of International and National Commitments, including the SDG and EFA commitments, relevant UN/UNHCR protection standards and IASC principles governing humanitarian coordination, including those of the INEE.
- The operation has an integrated and holistic education strategy which is consistent with the protection and solutions strategies and reflects the Organization’s global, regional and country level priorities. The strategy is aligned with UNHCR’s policy on age, gender and diversity (AGD) and participatory assessment (PA) polices and rights community-based approaches.
The education strategy is developed, implemented and monitored in broad, consultative partnership with education actors including Government, UN agencies, and national and international partners, focusing on access to quality education, and building on and integrating with education initiatives supported by other agencies within a longer-term perspective.

Mainstreaming refugees within national education systems is fostered and support is provided for a coordinated approach to education for refugee and host communities, in collaboration with relevant partners.

Participation of persons of concern in decisions and initiatives pertaining to their own education is assured through continuous assessment and evaluation using participatory, rights and community based approaches.

National education provision capacities are improved through direct engagement, research and advocacy with all relevant external interlocutors.

Protection incidents related to schools and educational activities are immediately identified and addressed through direct intervention, advocacy and public exposure.

Persons of concern are treated with dignity, respect and professionalism in line with the UNHCR Code of Conduct. Integrity in the delivery of education services is assured by all education staff.

Education activities have political and financial support from external partners.

Responsibilities

Strategic Direction and Coordination

Stay abreast of political, social, economic and cultural developments that have an impact on access to and quality of education and provide advice to senior management.

Manage a consultative process with government counterparts, UN agencies, partners and persons of concern to develop and implement the education strategy, with a focus on access to quality education. Ensure that the strategy addresses Sexual and Gender Based Violence (SGBV) priorities and the other specific protection needs of women and men, children, youth, persons with disabilities, minority groups such as sexual minorities and persons living with HIV/AIDS.

Support senior management to ensure that the education strategy is fully integrated into the Country Operations Plan, the UN Development Cooperation Strategy (UNDCS) and, in respect of UNHCR’s mandate, the Humanitarian Country Team’s common humanitarian action plan.

Actively pursue opportunities to implement UNHCR’s urban policy and support mainstreaming within national education systems, including coordination on education provision for refugee and host communities.

Response and Advice

Promote consistent interpretation and application of International and National Law and applicable UNHCR and IASC policy, standards and codes of conduct.

Design, deliver and monitor programmes on an AGD basis to address identified education needs.

Provide technical advice and guidance on education issues to internal and external interlocutors; liaise with competent authorities to ensure that refugees follow certified education programmes and ensure the issuance and recognition of education certificates and other documents to persons of concern (school leaving diploma, graduation certificate, etc.).

Collaborate closely with partners to ensure coherent annual planning based on a longer-term strategy, and jointly monitor and assess implementation, providing advice on programme reorientation where necessary.

Develop and implement a specific education strategy which strengthens protection and durable solutions for persons of concern in respect of Inter-Agency Network for Education in Emergencies (INEE) standards and is consistent with the child protection systems approach.

Facilitate inter-sectoral linkages with child protection, SGBV, gender, community services, livelihoods, environment, shelter and health, among others.

Intervene in cases of denial of access to education with government and other relevant parties.
• Identify and promote education activities that support durable solutions through voluntary repatriation, local integration and where appropriate, resettlement.

**Advocacy, Information Management and Research**

• Implement a results-based advocacy strategy through a consultative process with sectoral and/or cluster partners.
• Advocate with authorities for respect of the right of persons of concern of all ages to an education and for their access to education services.
• Identify gaps in education service provision and advocate with relevant authorities for service provision.
• Ensure that best practices are identified, documented and widely disseminated.
• Facilitate the implementation of a functional information management strategy which provides disaggregated data on populations of concern; initiate research and ensure collection and dissemination of relevant education information and good practices to enhance quality of and access to education.

**Promotion and Capacity Building**

• Coordinate capacity-building initiatives for communities and persons of concern to assert their right to education and access to quality education.
• Advise and capacitate national authorities, relevant institutions and NGOs to strengthen legislation and education system procedures and mechanisms that support access to quality, certified education for refugees.

**External Relations**

• Contribute to a communications strategy that generates external support for UNHCR’s education activities and the education rights of persons of concern.

**Authorities**

• Recommend the education strategy for endorsement by the Senior Protection Officer, Deputy Representative or Representative.
• Organise and chair education meetings with education and protection partners.
• Decide on indicators to measure impact and performance of partners on education delivery.
• Intervene with authorities on education issues.
• Negotiate locally on behalf of UNHCR, and as appropriate with resettlement countries and countries of return.
• Clear documents and reports prepared by the education team.
• Issue recommendations on education related incidents.
• Appraise the performance of supervised staff.
• Enforce compliance of staff and implementing partners with global protection policies and standards of professional integrity in the delivery of education services.
• Approve expenditures under the UNHCR education budget.

**ESSENTIAL MINIMUM QUALIFICATIONS, PROFESSIONAL EXPERIENCE AND REQUIRED COMPETENCIES**

• Undergraduate degree (equivalent of a BA/BS) in Education or Social Sciences plus minimum 6 years of previous work experience relevant to the function. Graduate degree (equivalent of a Master’s) plus 5 years or Doctorate degree (equivalent of a PhD) plus 4 years of previous relevant work experience may also be accepted.
• Background in relevant education systems with good knowledge of relevant curricula.
• Demonstrated work experience in education programmes.
• Field experience in programme implementation and coordination.
• Knowledge of refugee protection principles and framework.
• Familiarity with INEE standards.
• Excellent knowledge of English and working knowledge of another UN language.
• Knowledge of English and UN working language of the duty station if not English.
• Very good knowledge of local language and local institutions is essential.

• Empowering and Building Trust.
• Managing Performance.
• Judgement and Decision Making.
• Strategic Planning and Vision.
• Leadership.
• Managing Resources.
• Analytical Thinking.
• Planning and Organizing.
• Policy Development and Research.

**DESIRABLE QUALIFICATIONS AND COMPETENCIES**

• An advanced degree (post graduate degree) in education.
• Training and coaching skills/facilitation of learning.
• Demonstrated work experience in refugee education programmes and of the national education context. Experience in the area of higher education would be desirable.
• Experience with educational research, teaching or education administration.
• Demonstrated expertise in community services, community development/organization, social work, social surveys/ assessment, counselling, or related areas.
• Team building/development training.
• Knowledge of additional UN languages.

**ELIGIBILITY**

**Candidates must be primarily Turkish nationals.**

Interested staff members should consult the Policy and Procedures on Assignments of Locally recruited Staff (PPAL). If you have questions regarding eligibility, please contact HR Unit.

**SUBMISSION OF APPLICATIONS**

If you wish to be considered for this vacancy, please submit your Personal History Form (P11) and its supplementary pages, motivation letter, CV and Turkish residence permit, if applicable, by e-mail with “Your LAST name – Education Officer - 10030104” in the subject line to: TURANREC@unhcr.org by 27 March 2019.

Shortlisted candidates will be required to sit for a written test. Only short-listed candidates will be notified. No late applications will be accepted. Female candidates are encouraged to apply.

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. The monthly net salary is between TRY 16,095 and TRY 20,575 depending on relevant experience, dependency status and language proficiency. For more information on UN salaries, allowances and benefits, please visit the portal of the Office of HR Management of United Nations.