

The Operation of the United Nations High Commissioner for Refugees (UNHCR) in Ukraine invites qualified candidates to apply for the following vacancy:

Functional Title & Grade: Senior Protection (Community-Based) Assistant /G5
Contractual Status: UNOPS contract with initial duration until 31 December 2019
Duty Station: Sloviansk, Ukraine

Date of Issue: 22/03/2019

Deadline for applications: 07/04/2019

INTERNAL/EXTERNAL VACANCY ANNOUNCEMENT

OPERATIONAL CONTEXT

The annexation of Crimea and the outbreak of conflict in Donetsk and Luhansk regions in 2014 have resulted in widespread displacement and numerous protection concerns for the affected population. Since 2014, over 5.4 million people have been affected by the conflict in Ukraine and the government estimates that more than 1.5 million people have been internally displaced. To respond to the needs of persons of concern in Eastern Ukraine, UNHCR established its presence in Sloviansk, Mariupol, Sievierodonetsk, Luhansk and Donetsk. UNHCR and its partners deliver protection assistance, including shelter and NFI support to IDPs and conflict-affected persons.

For internally displaced persons, UNHCR carries out Protection monitoring through UNHCR's and Protection partner's field presence in both government and non-government controlled areas identifies human rights violations, and protection risks encountered by IDPs and the conflict-affected population at large. UNHCR shapes its response through continuous protection monitoring at both the community and individual level. Together with partners, it provides individual case management, through legal assistance, protection counselling, and cash-based individual protection assistance. UNHCR monitors legislation developments affecting IDPs and undertakes advocacy interventions and awareness raising initiatives influence decision makers, stakeholders, and other relevant audiences to achieve positive change in policy and practice to address the protection needs and rights of IDPs.

Also, based the results of broad consultations with stakeholders during 2017, UNHCR Ukraine has adopted at the beginning of 2018 the Multi-Year and Multi-Partner Solutions Strategy for Ukraine 2018-2019. This strategy reflects a long-term vision and a commitment to working together with all parties to achieve its objectives.

Community-based and peaceful coexistence projects and other community support initiatives involving IDP and host communities facilitate durable solutions, and mitigate the impact of displacement on host communities, promoting social cohesion and peaceful co-existence. Capacity building initiatives, such as training and workshops, strengthen the ability of the Government, local administration, civil society, and host communities to create enabling environments for the support and integration of IDPs.

The Senior Protection Assistant (Community-Based) is a member of the Protection Unit in the Sub-Office Sloviansk and reports to Assistant Protection Officer or another more senior staff member in the Protection Unit. Under the overall direction of the Protection Unit, and in coordination with other UNHCR staff, government, NGO partners and other stakeholders, the Senior Protection Assistant (Community-Based) works directly with communities of concern (in zone 1 and 3) to identify the risks they face and to leverage their capacities to protect themselves, their families and communities, including through efficient AGDM approach. The incumbent may have direct supervisory responsibility for part of the protection and/or support staff and supports 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 Senior Protection Assistant (Community-Based) is required to spend a substantial percentage of her/his time working outside the office, building and maintaining networks within communities of persons of concern in Sloviansk SO AOR. The development and maintenance of constructive relationships with persons of concern that measurably impact and enhance protection planning, programming and results forms the core of the work of the Senior Protection Assistant (Community-Based). The incumbent also supports the designing of a community based protection strategy by ensuring that it is based on consultation with persons of concern.

FUNCTIONAL STATEMENT

Accountability (*key results that will be achieved*)

- The participation of persons of concern is assured through continuous assessment and evaluation using participatory, rights and community based approaches, which inform protection and assistance programming and ensure that UNHCR meets its commitments to accountability to persons of concern.
- Effective support is provided to promote AGD sensitive analysis of community risks and capacities as the essential basis for all of UNHCR's work.
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Responsibilities (*process and functions undertaken to achieve results*)

- Assist functional units, the Multi-Functional Team (MFT) and senior management to integrate participatory and community-based approaches in the overall protection delivery strategy.
- Through relationships with persons of concern and network of partners, stay abreast of political, social, economic and cultural developments that have an impact on the protection environment and provide advice to the protection team. Understand the perspectives, capacities, needs and resources of the persons of concern and note the specific protection needs of women and men, children, youth and older persons, persons with disabilities, marginalized groups.
- Assist in initiatives with host communities to involve national civil society groups in the protection of persons of concern.
- Support implementing and operational partners as well as displaced and local communities to develop community owned activities to address, where applicable, the social, educational, psychosocial, cultural, health, organisational and livelihood concerns as well as child protection and prevention and response to SGBV.
- Assist in the analysis that identifies the capacities of communities of concern and risks they face.
- Support participatory assessments by multifunctional teams and ongoing consultation with persons of concern.
- Support efforts to build the office capacity for community-based protection.
- Support communities in establishing representation and coordination structures.
- Assist in enhancing community understanding of UNHCR's commitment to deliver on accountability and quality assurance in its response.
- Collect data for monitoring of programmes and budgets from an AGD perspective.
- Draft and type routine correspondence, documents and reports using word processing equipment and maintain up-to-date filing systems.
- Act as interpreter in exchange of routine information, contribute to related liaison activities and respond directly to routine queries.
- Perform other relevant duties as required.

Authority (*decisions made in executing responsibilities and to achieve results*)

- Identify which individuals or groups to prioritize for counselling and field visits based on agreed criteria.
- Assist in the application of participatory AGD sensitive analysis as an essential basis for all of UNHCR's work.
- Initiate AGD sensitive interventions at the appropriate level on community-based protection issues and to respond to protection concerns and incidents within the office and with persons and communities of concern based on agreed parameters.

REQUIRED COMPETENCIES:

- Ability to work in the field;
- Reporting/drafting skills;
- Ability to conduct interviews, to analyse and report on the situation of the beneficiaries;
- Ability to acquire knowledge of the organization's protection policies;
- Ability to work in an international and multicultural team.

ESSENTIAL MINIMUM QUALIFICATIONS AND PROFESSIONAL EXPERIENCE REQUIRED:

- Education: completed secondary education. Preferred fields of education for the position are law, social sciences, public administration or related area.
- Job experience: minimum of 3 years of previous relevant work experience.

LANGUAGE:

- Fluency in English, Ukrainian and Russian.

DESIRABLE QUALIFICATIONS & COMPETENCIES:

- Developed computer skills (MS Office);
- Familiarity with the context and knowledge of relevant Ukrainian legislation is an asset.

Interested applicants should forward the UN personal history form (P-11) with a covering letter in English explaining their interest in the position to the e-mail: vacancy@unhcr.org by indicating the post title and position number they are applying for in the subject line. Candidates must be legally present in Ukraine at the time of application, recruitment and hire.

UN personal history form (P-11) may be loaded at

http://www.unhcr.org/ua/wp-content/uploads/sites/38/2018/08/UNHCR_Personal_History_Form_October-2017.docm

http://www.unhcr.org/ua/wp-content/uploads/sites/38/2018/08/UNHCR_PHF_Supplementary_October-2017-3.docm

Only short-listed applicants will be contacted, no late applications will be accepted.

Written test may be administered.

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