

**United Nations High Commissioner for Refugees (UNHCR)
Branch Office Damascus, Syria**

**Vacancy Announcement No. UNHCR/VN/2020/10
Internal/External Circulation**

Position Title: Assistant Community-Based Protection Officer	Position Level: NOA	Date Issued: 10/02/2020
Position No.: 10025448	Report To: Protection Officer	Closing Date: 24/02/2020
Section/ Unit: Sub-Office Qamishli	Duty Stations: Qamishli	Contractual Status: Fixed-Term Appointment

Availability of the Post: Immediately

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 and Responsibilities:

- Be fully informed about community structures and the protection and security situation of the PoC and develop strong links with a cross-section of members of refugee/IDP/stateless communities, using an AGD approach.
- Through relationships with PoC 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 senior management.
- Ensure that the perspectives, capacities, needs and resources of the PoC are reflected in the protection strategy, planning processes and operations plan addressing the specific protection needs of women and men, children, youth and older persons, persons with disabilities, and marginalized groups.
- Support a consultative process with government counterparts at local levels, partners and PoC to develop and implement integrated strategies that address the key protection priorities, including, for example, child protection, education and SGBV, and solutions approaches.
- Provide technical guidance and support to UNHCR and partners and implement and oversee Standard Operating Procedures (SOPs) on all community-based protection related issues.
- Support the design, implementation and evaluation of protection centred and solutions oriented programming with implementing and operational partners guaranteeing that community-owned activities are integrated.
- Support communities in establishing representation and coordination structures
- Promote confidence building and conflict resolution among PoC, authorities and host communities.
- Maintain protection presence through regular field missions and reports, making direct contact with PoC, host communities, local authorities and partners. In operations applying the humanitarian cluster system, contribute the development of an AGD-compliant strategy on which the response of

the Protection Cluster is grounded and covers all assessed and prioritized protection needs of the affected populations.

- Support the Operation's work to fully integrate the protection strategy into the Country Operations Plan, the UN Development and Assistance Framework (UNDAF), the Humanitarian Country Team's common humanitarian action plan where applicable.
- Contribute to the Protection team's information management component which: provides disaggregated data on PoC and their problems; researches, collects and disseminates relevant protection information and good practices to enhance protection delivery and provide technical advice if necessary.
- Support the inclusion of participatory, community-based protection and AGD approaches in strategies and plans in the Country Operation.
- Support community understanding of UNHCR's commitment to deliver on accountability and quality assurance in its response.
- Support PoC to develop structures that enhance their participation and protection.
- Contribute to the design of project submissions and the budget for endorsement by the supervisor.
- Intervene with authorities on community-based protection issues.
- Negotiate with local counterparts, partners and PoC.
- Perform other related duties as required.

Qualification Required

Education:

- Education: Undergraduate degree (equivalent of a BA/BS) in International Development, Cultural Studies, Human Rights, International Social Work, Social Science, Political Science, Anthropology, International Law, or related field.

Functional Skills:

- Age, Gender and Diversity (AGD)
- Community Services-Communication/Development/Organization
- Community Services-Social Work/Counselling
- Community-based Protection
- Computer Literacy
- Database Management
- Gender Equality
- Refugee Protection Principles and Framework
- Refugee Women issues
- Sexual and Gender Based Violence (SGBV) Prevention and Response
- Experience in Forced Displacement situations
- Experience with Inter/Non-Governmental Organization (INGO/NGO)
- Field experience
- Child Protection Prevention and Response

Experience:

- One year relevant experience with Undergraduate degree; or no experience with Graduate degree; or no experience with Doctorate degree.
- Some professional working experience in the areas of community services, social work (e.g., gender, SGBV programs, women's empowerment and protection, work with refugees) or/and human rights or related tasks in government, NGO or international organization.

Languages:

- Fluency in English and Arabic.

Desirable Qualifications

- Proven communication skills, both oral and written. Demonstrated knowledge of community communication and engagement approaches. Understanding of and demonstrated competencies in forced displacement and protection, particularly SGBV prevention and response, child protection, education, gender equality, and the application of the Age, Gender and Diversity Policy.

Core Competencies:

- Accountability
- Communication
- Organizational Awareness
- Teamwork & Collaboration
- Commitment to Continuous Learning
- Client & Result Orientation

Managerial Competencies:

- Judgement and Decision Making
- Managing Resources

Cross-Functional Competencies:

- Stakeholder Management
- Planning and Organizing
- Political Awareness

For Syrian or Syrian Palestinian only

Please apply in writing by completing and signing the Personal History Form (as per link below) and including an up to date CV as well as your motivation letter. Please also indicate the following vacancy announcement number, position title and location: **UNHCR/VN/2020/10, Assistant Community-Based Protection Officer, Qamishli**

All applications must be submitted by e-mail to: SYRDAHUMANRES@unhcr.org indicating the vacancy number. No hard copies (paper applications) will be accepted.

Applications received will not be acknowledged, only the successful candidates will be notified of the outcome of the competitive process, and will be invited for a written test and an interview.

A Personal History Form is attached for ease of reference and can also be downloaded from the following link:

<http://www.unhcr.org/recruit/p11new.doc>

Please note that the Personal History Form is mandatory and must be SIGNED by the applicant.

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