



**UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES**  
**INTERNAL/EXTERNAL VACANCY**

Position Title:	Protection Associate
Position N°:	10013303
Vacancy N°:	047/20
Category & Level:	General Service, G-6
Contract Type:	Fixed-term Appointment
Location:	Quibdó, Colombia
Effective date:	As soon as possible
Closing Date:	19 March 2020

**ORGANIZATIONAL CONTEXT**

The Protection Associate normally reports to the Protection Officer, the Senior Protection or Field Officer or the Head of Office. He/she monitors protection standards, operational procedures and practices in protection delivery in line with international standards and provides functional protection support to information management and programme staff.

The Protection Associate is expected to coordinate quality, timely and effective protection responses to the needs of populations of concern and identify opportunities to mainstream protection methodologies and integrate protection safeguards in operational responses in all sectors. He/she contributes to designing a comprehensive protection strategy and liaises externally with authorities and partners on protection doctrine and policy as guided by the supervisor.

The Protection Associate also ensures that persons of concern are involved with the Office in making decisions that affect them, whether in accessing their rights or in identifying appropriate solutions to their problems. To achieve this, the incumbent will need to build and maintain effective interfaces with communities of concern, local authorities and protection and assistance partners.

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.

UNHCR Colombia mainly deals with mixed population groups; primarily refugees from Venezuela and other countries as well as, internally displaced persons. The government takes responsibility for refugee status determination and the agency assists and supports refugees as required.

The situation in Venezuela has led to an increasing number of arrivals in Colombia from that country, including returning Colombians – many of them persons of concern to UNHCR – as well as Venezuelan nationals. According to the Colombian Migration Office, over 1.6 million Venezuelans are currently residing in Colombia, of whom about half in the country irregularly. Many of these arrivals are staying in the same marginalized locations as Colombian IDPs, where they face similar protection challenges and risks of new displacements, inter alia as a result of actions by organized armed groups and other forms of urban violence.

Under this operational context, UNHCR in Colombia is rapidly shifting its operational focus from principally IDP interventions to mixed interventions including for those in need of international protection. UNHCR Colombia is in introduced proGres V4 registration tool in all 11 offices with a view to ensuring harmonized identification of specific needs, registration, provision of assistance, and identification of durable solutions. The office in Quibdó is highly affected by the conflict/violence in Colombia with an increasing number of Venezuelans as well as, asylum seekers from outside of the continent and mixed migration movements. There is also a significant number of displaced populations.

To find out more information about UNHCR, please visit our [website](#).

## **DUTIES**

- Stay abreast of political, social, economic and cultural developments that have an impact on the protection environment.
- Consistently apply International and National Law and applicable UN/UNHCR and IASC policy, standards and codes of conduct.
- Assist in providing comments on existing and draft legislation related to PoC.
- Provide advice on protection issues to PoC; liaise with competent authorities to ensure the issuance of personal and other relevant documentation.
- Assist in conducting eligibility and status determination for PoC.
- Contribute to measures to identify, prevent and reduce statelessness.
- Contribute to a country-level child protection plan as part of the protection strategy.
- Contribute to a country-level education plan as part of the protection strategy.
- Monitor Standard Operating Procedures (SOPs) for all protection/solutions activities.
- Manage individual protection cases including those on SGBV and child protection. Monitor, and intervene in cases of refoulement, expulsion and other protection incidents.
- Assist in identifying durable solutions for the largest possible number of PoC through voluntary repatriation, local integration and where appropriate, resettlement.
- Contribute to the design, implementation and evaluation of protection related AGD based programming with implementing and operational partners.
- Facilitate effective information management through the provision of disaggregated data on PoC and their problems.
- Participate in initiatives to capacitate authorities, relevant institutions and NGOs to strengthen national protection related legislation and procedures.
- Assist the supervisor in prioritizing PoC for interview, counselling and propose protection support for individual cases.

- Assist the supervisor with enforcing compliance of local implementing partners with global protection policies and standards of professional integrity in the delivery of protection services.
- Assist the supervisor with enforcing compliance with, and integrity of, all protection standard operating procedures.
- Submit individual payments request for PoC for approval.
- Perform other related duties as required.

## **MINIMUM QUALIFICATIONS**

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

- Minimum 2 years of previous job experience relevant to the function with Bachelors, equivalent or Higher.  
Minimum 3 years of previous job experience relevant to the function with a High School Diploma.

### **Certificates and/or Licenses**

- International Law;
- Political Science or other field related

### **Relevant Job Experience Desirable**

- Protection Learning Programme

### **Functional Skills**

- IT-Computer Literacy
- CL-Protection & Solutions Awareness
- PR-Protection-related guidelines, standards and indicators
- PR-Refugee Protection Principles and Framework

### **Language Requirements**

- Fluency in English and UN working knowledge of the duty station if not English.

## **COMPETENCY REQUIREMENTS**

### **Core Competencies:**

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

**Managerial Competencies:**

- Judgement and Decision Making

**Cross-Functional Competencies:**

- Negotiation and Conflict Resolution
- Political Awareness
- Stakeholder Management

**SUBMISSION OF APPLICATIONS**

If you wish to be considered for this vacancy, please submit your [Personal History Form \(PHF\)](#) and its [supplementary pages](#) (if applicable) by e-mail with “**VN- 047-20 LAST NAME, Name – Protection Associate – G6 Quibdó**” in the subject line to [colbovac@unhcr.org](mailto:colbovac@unhcr.org) by **19 March 2020**.

Please use attached Personal History Form to apply. **Applications received in other forms will not be considered.** Contact information of previous employers must be included in the attached PHF form. If the space in the attached PHF form is not enough to include your employment record, please use the attached PHF Supplementary form. It is suggested to use Office 2013 to ensure a correct visualization of the PHF and PHF Supplementary forms.

Shortlisted candidates will be required to sit for a competency-based interview; a test may be administered. 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 strongly encourages qualified female applicants for this position. UNHCR seeks to ensure that male and female employees are given equal career opportunities.

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>