

UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES, UNHCR
VACANCY NOTICE

Position Title: Community-Based Protection Associate
Vacancy N°: 059-20
Category & Level: General Service, G-6
Contract Type: Temporary Appointment
Location: Arauca, Colombia
Effective Date: At the soonest
Closing Date: **20 April 2020**

ORGANIZATIONAL CONTEXT

UNHCR Colombia, which traditionally was an IDP focused operation, is shifting to a mixed operation addressing new IDP situations despite the ongoing peace process, and increasing arrival of Venezuelans and Colombian returnees. UNHCR Colombia's operational vision for the next three years (2018-2020) is that with the support of UNHCR, civil society, communities and other actors, the Colombian State ensures that people of concern to UNHCR live increasingly safe and secure lives in their communities and progressively attain durable solutions, including access to rights (economic and social integration and truth, reparation, and justice), applying a community-based protection and AGD sensitive approach. Despite the peace process between the Colombian Government and the FARC, in Arauca, various challenges exist due to the strong presence of the ELN. Arauca is considered to be the principal department where ELN has its operational capacity. One of UNHCR's main challenges is to work with the government and UN agencies on comprehensive solutions while maintaining a focus on the impact of the continuous violence and ongoing forced displacement in various regions of the country. It is under this operational context that the Colombian government, donor countries and the UN are working on a post-conflict agenda, including an increased emphasis on finding durable solutions for displaced populations within Colombia

The border area of Arauca is increasingly receiving Venezuelans who are fleeing the country. UNHCR is supporting the Colombian government's efforts to address the increasing arrivals of Venezuelans. The outflow from Venezuela also includes a large number of Colombians and mixed families returning to Colombia. UNHCR monitors the situation of Venezuelans in the area, and advocates for unhindered access to territory and asylum. The entire department of Arauca shares a border with Venezuela, however there is only one official crossing point and a large number of unofficial/informal crossing points. Most of the border areas are completely abandoned by the state authorities, and are controlled by armed actors engaged in various illegal activities.

Under the overall direction of the Protection Unit, and in coordination with other UNHCR staff, government, NGO partners and other stakeholders, the Community-Based Protection Associate works directly with communities of concern to identify the risks they face and to leverage their capacities to protect themselves, their families and communities.

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 Community-Based Protection Associate is required to spend a substantial percentage of the workday outside the office, building and maintaining networks within communities of PoC. The development and maintenance of constructive relationships with PoC that measurably impact and enhance protection planning, programming and results, form the core of the work of the incumbent. S/he also supports the designing of a community-based protection strategy by ensuring that it is based on consultation with PoC.

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.

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

Duties

- Assist functional units, the Multi-Functional Team (MFT) and senior management to integrate participatory and community-based approaches in the overall protection strategy and operational procedures.
- 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 the protection team. Understand the perspectives, capacities, needs and resources of the PoC and advise the protection team accordingly, highlighting the specific protection needs of women and men, children, youth and older persons, persons with disabilities, marginalized groups.
- Work with host communities to identify opportunities for national civil society involvement in improving the protection of PoC.
- Work with implementing and operational partners as well as with displaced and local communities to develop community-owned activities to address, where applicable, the social, educational, psycho-social, 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 PoC.
- Assist in planning and monitoring of programmes and budgets, with an AGD perspective
- Build office capacity for community-based protection through training and establishing systems for community mobilization and participation of PoC.
- Support communities in establishing representation and coordination structures.
- Ensure community understanding of UNHCR's commitment to deliver on accountability and quality assurance in its response.
- Act as an interpreter in exchange of routine information, contribute to related liaison activities and respond directly to routine queries.
- Contribute to the enforcement 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, with external interlocutors, groups and individuals based on agreed parameters.
- Identify and select which individuals or groups to prioritize for counselling and field visits based on agreed criteria.
- Intervene with authorities on protection.
- Enforce compliance of implementing partners with global protection policies and standards of professional integrity in the delivery of protection services.
- Recommend and prepare payments to individual cases.
- Perform other related duties as required.

MINIMUM QUALIFICATIONS

Years of Experience / Degree Level

- Minimum 6 years of previous work experience relevant to the function with a High School Diploma.
- Knowledge of English and UN working language of the duty station if not English.

Certificates and/or Licenses

- Development Studies;
- Human Rights;
- Community Development /Social Work;
- Social Science;

- Political Science;
- International Law

Relevant Job Experience

- **Essential:** Experience in area of Community-Based Protection, Work in field with implementing and operational partners as well as with displaced and local communities to develop community-owned activities.
- **Desirable:** Knowledge and understanding of the social, educational, psycho-social, cultural, health, organizational and livelihood concerns as well as child protection and prevention and response to SGBV, UNHCR learning programmes (PLP). Knowledge of MSRP.

Functional Skills

- IT-MS Office Applications
- IT-Computer Literacy
- IT-Enterprise Resource Planning (ERP)
- UN-UN/UNHCR Administrative Rules, Regulations and Procedures
- UN-UN/UNHCR Financial Rules and Regulations and Procedures
- PR-Community-based Protection
- PR-Community-based Protection - Principles and methodologies
- CL-Multi-stakeholder Communications with Partners, Government & Community
- PG-Experience with coordinating with Implementing Partners (Government/INGO/NGO/Corporate)
- TR-Capacity Building

Competency Requirements

Core Competencies:

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

Managerial Competencies:

- Judgement and Decision Making
- Managing Performance

Cross-Functional Competencies:

- Stakeholder Management
- Planning and Organizing
- Political Awareness

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-059-20 LAST NAME, Name – Community Based Protection Associate – G6 Arauca**” in the subject line to colbovac@unhcr.org by **20 April 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>