



UNHCR JOB DESCRIPTION

IDENTIFICATION OF POSITION

Position No: 10028744

Position Title: **Senior Protection Assistant (Community-Based)**

Position Grade: **G5**

Position Location : **Port of Spain, Trinidad and Tobago**

POSITION REQUIREMENTS

ORGANIZATIONAL CONTEXT.

The Senior Protection Assistant (Community-Based) is a member of the Protection Unit in a Country Operation and may report to the Protection Officer. 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 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 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. 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

- Effective support is provided to promote AGD sensitive analysis of community risks and capacities as the essential basis for all of UNHCR's work.
- AGD sensitive analysis of community risks and capacities provides the essential basis for all of UNHCR's work.
- 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.

Responsibility

- 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 advise the protection team accordingly, highlighting 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, 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 persons of concern.
- Support efforts to build the office capacity for community-based protection.
- 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.
- 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

- Assist in 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 and with persons and communities of concern based on agreed parameters.
- Identify which individuals or groups to prioritize for counselling and field visits based on agreed criteria.
- Enforce compliance of implementing partners with global protection policies and standards of professional integrity in the delivery of protection services.

REQUIRED COMPETENCIES,

Code	<u>Managerial Competencies</u>
1. <input type="checkbox"/> M001	Empowering and Building Trust
2. <input type="checkbox"/> M002	Managing Performance
3. <input type="checkbox"/> M003	Judgement and Decision Making
4. <input type="checkbox"/> M004	Strategic Planning and Vision
5. <input type="checkbox"/> M005	Leadership
6. <input type="checkbox"/> M006	Managing Resources

Code	<u>Cross-Functional Competencies</u>
1. <input checked="" type="checkbox"/> X001	Analytical Thinking
2. <input type="checkbox"/> X002	Innovation and Creativity
3. <input type="checkbox"/> X003	Technological Awareness
4. <input type="checkbox"/> X004	Negotiation and Conflict Resolution
5. <input checked="" type="checkbox"/> X005	Planning and Organizing
6. <input type="checkbox"/> X006	Policy Development and Research
7. <input checked="" type="checkbox"/> X007	Political Awareness
8. <input type="checkbox"/> X008	Stakeholder Management
9. <input type="checkbox"/> X009	Change Capability and Adaptability

ESSENTIAL MINIMUM QUALIFICATIONS AND PROFESSIONAL EXPERIENCE REQUIRED

- Completion of the Secondary education; Training in International Development, Cultural Studies, Human Rights, International Social Work, Social Science, Political Science, Anthropology, International Law or other clearly related disciplines.
- Job Experience: Minimum of 4 years previous relevant job experience.
- Computer skills (MS Office, including Excel, Word, PowerPoint, Access).
- Fluency in English and Spanish

DESIRABLE QUALIFICATIONS & COMPETENCIES.

- Knowledge of Administrative/financial rules, procedures, processes in the context of UNHCR offices and Field operations.
- UNHCR learning programmes (PLP).
- Knowledge of MSRP.
- Knowledge of International Refugee Law and Human Rights Law and ability to apply the relevant legal principles.

SUBMISSION OF APPLICATION

Interested candidates meeting the above requirements MUST submit the following documents electronically to ttopohr@unhcr.org quoting "**TA Snr. Protection Assistant Comm-based, G5**" in the subject line of the email:

- 1) UNHCR Personnel History Form -signed available: www.unhcr.org/recruit/unhcr-phf.docm. If needed extra space, please also use Supplementary Sheet available: www.unhcr.org/recruit/unhcr-phf-sup.docm
- 2) A letter of motivation

Late or incomplete application will not be accepted.

DEADLINE FOR APPLICATION: Sunday 10 February 2019 4:00 pm (Trinidad & Tobago Time)

Interested applicants should SUBMIT application/letter of motivation, resume AND a fully completed and signed UN Personal History Form (P11) which can be downloaded from www.unhcr.org/recruit/p11new.doc and send via email ONLY to UNHCR at ttopohr@unhcr.org with the subject line "**Senior Protection Assistant**".

ONLY shortlisted applicants will be contacted. Late applications will not be considered.

Kindly note that a written test will be conducted for this position which will be followed by a competency based interview.