

**INTERNAL/EXTERNAL VACANCY ANNOUNCEMENT**

**Vacancy Notice No 05/2017.**

<b>Title of Post</b>	<b>Assistant Protection Officer</b>	<b>Category/grade</b>	<b>National Professional Officer (NPO), NOA</b>
<b>Post Number</b>	<b>10005723</b>	<b>Type of contract</b>	<b>Fixed-term appointment (replacement capacity)</b>
<b>Location</b>	<b>Rabat, Morocco</b>	<b>Date of Issue</b>	<b>10/08/2017</b>
<b>Effective date of assignment</b>	<b>01/10/2017</b>	<b>Closing Date</b>	<b>25/08/2017</b>

**Organizational Context:**

The Assistant Protection Officer is part of the Protection Unit and reports to the Protection Officer or the Senior Protection Officer. He/she provides functional protection guidance to staff of other units, including Programme and External Relations units, and monitors protection standards, operational procedures and practices in protection delivery, in line with international standards.

He is responsible to liaise with Government Officials and facilitate meetings between UNHCR Management and relevant governmental and institutional partners.

The Assistant Protection Officer 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 represents the organization externally on protection doctrine and policy as guided by the supervisor.

He/she 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.

**Functional Statement:**

**Accountability**

- The protection of populations of concern is met through the application of International and National Law, relevant UN/UNHCR protection standards and IASC principles.
- Protection activities are guided by the protection strategy and respect the policy of UNHCR on age, gender and diversity (AGD).
- The participation of persons of concern is assured through continuous assessment and evaluation using participatory, rights and community based approaches.
- Protection incidents are immediately identified and addressed.

**Responsibility**

- 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 persons of concern.
- Provide legal advice and guidance on protection issues to persons of concern; liaise with competent authorities to ensure the issuance of personal and other relevant documentation.
- Conduct eligibility and status determination for persons of concern in compliance with UNHCR procedural standards and international protection principles.
- Promote and 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.
- Provide inputs for the development of global / regional international protection policies and standards.
- Implement and 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.
- Assess needs for Promote and find durable solutions for the largest possible number of persons of concern through voluntary repatriation, local integration and where appropriate, resettlement.
- Assess resettlement needs and apply priorities for the resettlement of individuals and groups of refugees and other persons of concern.
- Contribute to the design, implementation and evaluation of protection related AGD based programming with implementing and operational partners.
- Contribute to and facilitate a programme of results-based advocacy with sectorial and/or cluster partners.
- Contribute to and facilitate effective information management through the provision of disaggregated data on populations of concern and their problems.
- Contribute to capacity-building initiatives for communities and individuals to assert their rights.
- Participate in initiatives to capacitate authorities, relevant institutions and NGOs to strengthen national protection related legislation and procedures.

### **Authority**

- Intervene with authorities on protection issues.
- Decide priorities for reception, interviewing and counselling for groups or individuals.
- Enforce compliance of staff and implementing partners with global protection policies and standards of professional integrity in the delivery of protection services.
- Enforce compliance with, and integrity of, all protection standard operating procedures.
- Recommend and prepare payments to individual cases.

### **Essential Minimum Qualifications and Experience:**

- Education: University degree in Law, International Law, Political Sciences or related field.
- Job Experience: Minimum 2 years relevant professional experience, preferably in the domain of refugee protection, asylum policies and procedures, legal and/or political affairs in relation to asylum and migration
- Fluency in French and Arabic, excellent command of English

### **Desirable Qualifications & Competencies:**

- Diverse field experience desirable.
- Past professional experiences dealing with various institutions, especially those governmental, non-governmental or international.

- Good IT skills including database management skills.
- Completion of the Protection Learning Programme

### **Required Competencies:**

#### **Managerial Competencies**

- Judgement and Decision Making.

#### **Cross-Functional Competencies**

- Analytical Thinking.
- Negotiation and conflict Resolution.
- Planning and Organizing
- Policy Development and Research
- Political Awareness
- Stakeholder Management

### **Eligibility:**

#### **Candidates must be Moroccan nationals.**

Internal staff members should consult the Policy and Procedures on Assignments of Locally recruited Staff (PPAL). If you have questions regarding eligibility, you may also contact the HR Unit (Rabat).

### **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>

### **Submission of Applications:**

If you wish to be considered for this vacancy, please submit your **letter of motivation, factsheet and signed P11 form by e-mail clearly stating the Position Title, Vacancy notice number and your Last Name in the subject line to: [morrajob@unhcr.org](mailto:morrajob@unhcr.org) by the closing date.**

The Personal History Form (P11) is attached and also available at the following link:

[http://www.unhcr.org/recruit/P11\\_UNHCR.doc](http://www.unhcr.org/recruit/P11_UNHCR.doc).

**No late applications will be accepted. Only short-listed candidates will be contacted. Shortlisted candidates will be required to sit for written test and oral interview.** UNHCR does not charge a fee at any stage of the recruitment process (application, interview meeting, processing, training or any other fees).

UNHCR strongly encourages qualified female applicants for this position. UNHCR seeks to ensure that male and female employees are given equal career opportunities. UNHCR is committed to achieving workforce diversity in terms of gender, nationality and culture. All applications will be treated with the strictest confidentiality.

This recruitment is in replacement capacity pending the confirmation of the present incumbent to the international professional category. The latter will retain a lien to this position for 18 months.