

TERMS OF REFERENCE VACANCY ANNOUNCEMENT VN NUMBER: DIP/POSS/019/2017

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| Organisation | : | U.N.H.C.R. |
| Job Title | : | Protection Officer (SGBV) |
| Duty Station | : | Geneva/Switzerland |
| Duration | : | 01 August 2017 – 31 December 2017 (possible extension in 2018) |
| Contract Type | : | International Individual Contractor Agreement (IICA) |
| Contract Level | : | IICA - 2 |
| Closing date | : | <u>Thursday 06 July 2017</u> |

BACKGROUND:

The Office of the United Nations High Commissioner for Refugees (UNHCR) is mandated to lead and coordinate international action to safeguard the rights and well-being of refugees and other persons of concern. SGBV is a violation of human rights and largely rooted in individual attitudes that condone violence within the family, the community and the State. SGBV has been both a cause of forced displacement and a terrible consequence of the breakdown of family and community structures that accompanies displacement. As UNHCR, we are mandated to provide international protection to refugees. We, together with States, thus share the responsibility for ensuring that refugees are protected against sexual and gender-based violence. UNHCR is committed to ending all forms of SGBV by working to prevent SGBV before it happens and responding to the needs of all survivors. Through a multi-year strategy and initiatives such as Safe from the Start that bring together numerous sectors, UNHCR is working to reduce the risks of SGBV and to ensure support is available for survivors. We do this by working alongside displaced communities and with different partners across multiple sectors.

SGBV is a cross-cutting issue and needs to be integrated into all aspects of emergency humanitarian response. All actors share responsibility to ensure that their activities do not lead to or perpetuate SGBV and all sector activities should promote and respect human rights and enhance the protection of all persons of concern. UNHCR is re-focusing its approach to SGBV to ensure an agency-wide accountability model, whereby all sectors are responsible to address SGBV. A Three-year Plan of Action for integrated SGBV prevention and response will be developed in 2017. It will guide a process aimed at mainstreaming SGBV prevention and response across all sectors, and sharing responsibility and accountability at all levels. The plan will contextualize and operationalize the IASC Guidelines for Integrating Gender-based Violence Interventions in Humanitarian Action. The Protection Officer (SGBV) supports the work of the cross-divisional task team as well as the implementation of the Three-year Plan of Action with the objective of improving agency-wide mainstreaming. The incumbent must be able to contribute to the development and implementation of the Plan of Action as well as to coordinating the task team to be action-oriented and based on field-oriented processes with multi-functional teams and partners.

OVERALL PURPOSE AND SCOPE OF ASSIGNMENT:

This assignment aims at supporting the development and implementation of the Three-year Plan of Action for integrating SGBV prevention and response across relevant sectors and themes and at different levels (HQ, regions and country operations). Responsibilities include support to:

Development of Three-year Plan of Action

- Dissemination of Three-year Plan of Action
- Coordination of the Plan of Action task team
- Regional and national contextualization and roll-out of Plan of Action
- Contextualization and operationalization of 2015 IASC GBV Guidelines
- Development of knowledge management strategy, mainstreaming tools and development/review of training content for different sectoral and thematic trainings
- Facilitation of relevant training sessions
- Development and follow up of action plans for pilot countries
- Selection and follow up of mainstreaming pilot projects
- Technical support for implementing action plans and pilot projects
- Implementation of dialogue processes, mapping and review exercises, development of SGBV atlas
- Promoting synergies between the different components and actors

MONITORING AND PROGRESS CONTROLS (REPORT REQUIREMENTS, PERIODICITY, FORMAT, DEADLINES):

- Roll-out and implementation plan for the Plan of Action
- Training plan, modules and methodology, tools, missions schedule and organization
- Regional and national training either targeted for sectors or multi-functional teams cluster coordinators
- Action plans with clear timelines and responsibilities either sectoral or multi-functional
- Following up on the implementation of action plans
- Support development and implementation of pilot projects
- Contribute to reporting

QUALIFICATIONS AND EXPERIENCE REQUIRED:

Education:

- University master degree in Law, International Law, Political Sciences, Social Sciences or related field with good knowledge of International Refugee and Human Rights Law.

Experience:

- 5 to 10 years of relevant (international) SGBV experience with Advanced University/Master's Degree of which minimum of 2 years in the field and 3 years in an international capacity

COMPETENCIES:

- Knowledge of UNHCR operations in different contexts, policies and procedures
- Field experience in SGBV programming as well as SGBV mainstreaming across sectors and thematic areas in humanitarian and displacement contexts
- Experience of working with persons of concern
- Experience in building knowledge and commitment on SGBV mainstreaming, experience in designing and facilitating workshops
- Experience in developing action plans and following up implementation
- Experience in working with coordination structures and multi-functional teams
- Good analytical skills
- Good computer skills
- Strong interpersonal and communication skills in a multi-cultural setting as well as organizational skills, flexible work attitude, the ability to work independently and with multiple stakeholders in a fast-paced context
- Ability to travel on mission to different contexts

LANGUAGE:

- Languages: Excellent knowledge of English and good working knowledge of another UN language desirable.

TO APPLY:

Interested applicants should submit the required documents listed below by e-mail to HQDIPVAC@unhcr.org referring to Vacancy Number DIP/POSS/019/2017:

- Letter of motivation, addressing each of the personal requirements in the vacancy notice;
- Completed UN Personal History Form (P11) signed, including testimonials/degrees/certificates.
- The UN personal History Form is mandatory;
 - P 11 forms are available on www.unhcr.org/recruit/p11new.doc
 - **All application received without a P 11 will not be considered**

DEADLINE FOR APPLICATIONS IS 06 JULY 2017