



UNHCR

United Nations High Commissioner for Refugees
Haut Commissariat des Nations Unies pour les réfugiés

Vacancy Announcement

PSEA Officer (Protection from Sexual Exploitation and Abuse)

Organization:	UNHCR
Job Title:	Protection from Sexual Exploitation and Abuse Officer
Duty Station:	Khartoum, Sudan
Duration:	6-month contract, with possibility for extension
Contract Type:	UNOPS International Individual Contractor
Closing Date:	28 January 2020

Background Information:

Sudan hosts over 1.14 million refugees and asylum-seekers, and there are an additional 2 million IDPs and returnees who are of concern to UNHCR. The people we support in Sudan are at risk for SEA, and UNHCR wants to strengthen our ongoing prevention work in this area, and to respond to SEA allegations in a timely and appropriate manner.

As part of UNHCR's global Strategy and Action Plan on Addressing Sexual Exploitation and Abuse and Sexual Harassment, and Sudan's inter-agency Joint Framework for Action on PSEA, UNHCR seeks a Consultant to guide the implementation of the *UN Protocol on Allegations of Sexual Exploitation and Abuse Involving Implementing Partners*.

The UN Protocol and Project Partnership Agreements (PPAs) require action at all stages of the Framework for Implementing with Partners, from screening to closure. Measures include: assessments of implementing partners' capacity to prevent and respond to SEA and regular monitoring of that capacity; provision of direct support to partners in terms of capacity building, training and guidance; and reviewing compliance with reporting requirements on SEA as a joint UNHCR-partner responsibility. The Consultant will report to the Principal Risk Management & Compliance Advisor and will support the implementation of the UNHCR PSEA programme.

Accountability

- Support UNHCR to mitigate and address SEA risks across the Sudan operation.
- Train UNHCR staff, and NGO and Government partners on PSEA to increase their capacity to fulfil UNHCR's operational standards and expectations on PSEA, including dealing with SEA complaints.

Responsibilities

- Plan and deliver PSEA training to UNHCR staff, and NGO and Government partners on the values and standards of behavior expected of UNHCR, and on how to take and action SEA complaints.
- Jointly with other UN agencies and all partners, recommend action to integrate inter-agency complaints and feedback mechanisms, including Community Based Complaints Mechanisms (CBCMs), and PSEA Standard Operating Procedures (SOPs), clarifying the role of each entity and required resources for implementing such mechanisms;
- Review UNHCR, and implementing partner internal SEA reporting systems, to include confirmation of trained SEA Focal Points and appropriate SEA SOPs.
- Work with the Communicating with Communities (CWC) Officer to conduct awareness-raising sessions for communities of concern on risks of SEA and existing community-based mitigation measures.
- Engage partners and women, girls, boys, and men of communities of concern in the design, implementation and evaluation of CBCMs to ensure that established mechanisms are confidential, culturally appropriate and accessible to all.
- Represent UNHCR on the RC/HC's PSEA Network Task Forces as required under the Joint Framework for Action in Sudan.
- Ensure visibility of PSEA commitments and expectations in UNHCR offices in Sudan through the development and implementation of relevant communication materials (e.g., signage, posters, roll-ups, etc).
- Support the implementation of field action plans on PSEA in collaboration with Heads of Office.
- Support tracking and reporting of UNHCR's commitments on PSEA under the operation's risk register and the inter-agency Joint Framework for Action.
- Perform other duties as required.

Essential minimum qualifications and professional experience required

- Advanced university education in humanitarian law, international relations, social science or related fields.
- Minimum 4 years of previous relevant work experience (with a graduate degree), with experience working with refugee communities in humanitarian settings.
- Experience in adult education and facilitation, with demonstrated capacity to develop and delivery training workshops and focus group discussions on complex and/or sensitive operational issues.
- Excellent written, drafting and interpersonal communication skills, with an ability to communicate complex concepts and procedures in plain language and messages.
- Understanding of UNHCR's mandate and international refugee protection principles.
- Excellent computer skills, with knowledge of MS office applications

- Fluency in spoken and written English.

Desirable qualifications

- Experience working on PSEA in humanitarian settings.
- Risk management experience.
- Working knowledge of spoken and written Arabic is an advantage.

Location

The Consultant will be based in Khartoum, with travel to other states within Sudan.

Remuneration

Monthly fees range between **US\$7,000 – US\$8,500**, depending on the level of expertise of the candidate. Daily subsistence allowance for travel within Sudan will be payable as applicable.

To apply

Interested applicants should submit their letter of motivation, Personal History Form (PHF) and CV to SUDKH-HR@unhcr.org indicating *[PSEA Officer, Khartoum]* in the subject of the email.

Personal History Forms are available at [PHF Form](#) / [Supplementary Sheet](#).

- This an international officer vacancy. Sudanese Nationals are not eligible to apply.
- Only short listed candidates will be notified.
- Female candidates are strongly encouraged to apply
- Candidate Assessments may include a written examination followed by a Competency Based

The UNHCR workforce consists of many diverse nationalities, cultures, languages and opinions. UNHCR seeks to sustain and strengthen this diversity to ensure equal opportunities as well as an inclusive working environment for its entire workforce. Applications are encouraged from all qualified candidates without distinction on grounds of race, colour, sex, national origin, age, religion, disability, sexual orientation and gender identity.