

GBV Officer Profile

UNHCR is aiming to expand its pool of GBV experts.

UNHCR is looking for experienced applicants who have operational experience in the field of GBV programming (i.e. prevention, and response) as well as on coordination on GBV, in addition to supporting GBV risk mitigation. Demonstrated knowledge of UNHCR and Interagency GBV Tools and Guidance is essential.

Applicants are invited to apply to the Profile 'Protection Officer' – job ID 12401.

Various Locations

Grade: Junior (P2), Mid (P3) and Senior (P4) Level Positions

The United Nations High Commissioner for Refugees (UNHCR) is mandated to lead and coordinate international action to protect and assist refugees and other persons of concern. It is constantly seeking talented, compassionate candidates with high-integrity to strengthen its capacity to respond urgently to crises with the right skills. Given the nature of UNHCR's work, it is essential that its workforce has the right mix of skills and qualities to fulfil its mandate.

The GBV Officer is a member of the Protection Team in a Regional Bureau or Country Office. The incumbent leads the operations' efforts to fulfil UNHCR's mandate and associated obligations on GBV prevention, risk mitigation and response based on policy and guidance. S/he collaborates closely with the UNHCR management and the head of the Protection team in the country and strengthens working relations with other agencies involved in GBV prevention, risk mitigation and response. S/he will maintain a close working relationship with the Bureau and the Division of International Protection for system-wide coherence.

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.

The below responsibilities reflect activities led by senior GBV officers; junior and mid-level positions would contribute to these activities.

Responsibilities include:

Implementation of UNHCR's Global Policies and Standards

- Lead the effective and timely development, implementation and monitoring of a clear and coherent multi-year and multi-sectoral GBV strategy as part of the operation's broader Protection and Solutions Strategy, coordinate timely reporting on progress including the documentation of promising practices.
- Promote compliance with UNHCR's GBV policy, priorities and commitments (aligned with policies on age, gender, diversity (AGD) and accountability to affected populations (AAP), Child protection, gender equality, disability and youth empowerment.
- For functions at regional level, ensure harmonization of GBV strategies in the region and alignment with global policies and commitments, drive the exchange of expertise and practices in the region and provide a regional level analysis of trends as well as aggregated reporting on GBV.
- Provide technical guidance on integration of the survivor-centred approach into PSEA complaints mechanisms and enhance access of SEA survivors to existing GBV services

Planning / Programming

- Develop and implement programming for specialized GBV prevention and response based on needs, risks and capacity assessments at the onset of an emergency and throughout all phases of displacement.
- Lead the operation in conducting, consolidating and reporting on GBV assessments including gender equality components at least once per year, linked to annual planning processes and participatory assessments and sharing strategic trends analyses.
- Contribute to planning processes and advocate for adequate resource (re)allocation and mobilization.
- Support cross-cutting programs and technical sectors to mainstream gender and to program for mitigation of GBV risks in their specific technical areas.

Capacity Development, Technical Support and Coordination

- Provide technical guidance and support field colleagues to operationalise and comply with UNHCR's corporate GBV policy, priorities and commitments (aligned with policies on AGD and AAP, Child protection, disability, youth empowerment and gender equality).
- Lead on supporting operational capacity development efforts and provide technical support on gender and GBV mainstreaming.
- Facilitate the establishment and functioning of GBV coordination mechanisms with all relevant stakeholders.
- Facilitate and strengthen the development and implementation of GBV Standard Operating Procedures for all sites that enable all survivors to access, at a minimum, appropriate health, psychosocial, security and safety, and legal support.
- Lead on supporting and building capacity and systems for individual GBV case management for survivors and persons at-risk of GBV.
- Support operations in strengthening safe and ethical data collection, sharing and analysis. Promote the use of the GBV module of PRIMES or another GBV information management system that provides for safe and ethical data collection and analysis. Where applicable, support reporting under the Monitoring, Analysis, and Reporting Arrangements on conflict-related sexual violence (MARA).

Partnerships

- Strengthen UNHCR's collaboration with host governments to develop national services in order to expand safe access for Persons of concern to services that prevent, mitigate, and respond to GBV.
- Systematically develop the capacity of staff, partners and other stakeholders to address GBV and to promote gender equality and the empowerment of displaced women and girls.
- Strengthen partnerships including with UN agencies, governments, civil society and with displaced and host communities, to prevent, mitigate, and respond to GBV, to promote gender equality and to ensure age and gender-informed protection and solution programs.
- Ensure community-based approaches are applied in GBV programming and communities considered as key stakeholders.
- Perform other related duties as required.

Minimum Qualifications and Professional Experience Required:

For positions at the P2 level

- Education: Degree in Human rights, Social Work, Social Anthropology, International Development, Social Sciences, or other relevant field.
- Job experience: Minimum 2 years of relevant experience with graduate degree (equivalent of a Master's), 3 years with undergraduate degree (equivalent of a BA/BS).

Essential

3 years of previous work experience relevant to the function of GBV in an international context, of which two years in the field and having experience in the field of GBV prevention, mitigation and response, broader protection or social work involving empowerment of women and girls, gender, child protection, mental health, counselling and working with survivors, humanitarian and development issues. Applied experience in survivor-centred approach, GBV guiding and

case management principles related to GBV programs. Demonstrated knowledge in gender equality and the empowerment of women and girls and apply, promote and integrate gender analysis into humanitarian programming. Demonstrated knowledge of and implementation of multi-sectorial responses to GBV and support to other sectors to mainstream GBV prevention, risk mitigation and response. Demonstrated knowledge and application of GBV prevention theory and appropriate GBV prevention and behaviour change strategies at different stages of the humanitarian response. Knowledge and demonstrated use of UNHCR and Interagency GBV tools and Guidance.

Desirable

Demonstrated understanding of critical issues around GBV data and knowledge of safe and ethical data collection and analysis and conducting assessments. Demonstrated knowledge of engagement with GBV Interagency humanitarian architecture. Knowledge and experience of participatory approaches to engaging with and mobilizing communities Good understanding of displacement and protection issues including, child protection, education and the application of the Age, Gender and Diversity Policy.

- Languages: Proficiency in English is required.

For positions at the P3 level

- Education: Degree in Human rights, Social Work, Social Anthropology, International Development, Social Sciences, or other relevant field.
- Job experience: Minimum 5 years of relevant (international) job experience with graduate degree (equivalent of a Master's), 6 years with undergraduate degree (equivalent of a BA/BS) of which 2 years in the field and 3 years in an international capacity.

Essential

6 years of previous work experience relevant to the function of GBV in an international context, of which two years in the field and having experience in the field of GBV prevention, mitigation and response, broader protection or social work involving empowerment of women and girls, gender, child protection, mental health, counselling and working with survivors, humanitarian and development issues. Applied experience in survivor-centred approach, GBV guiding and Case management principles related to GBV programs. Demonstrated knowledge in gender equality and the empowerment of women and girls and apply, promote and integrate gender analysis into humanitarian programming. Demonstrated knowledge of and implementation of multi-sectorial responses to GBV and support to other sectors to mainstream GBV prevention, risk mitigation and response. Demonstrated knowledge and application of GBV prevention theory and appropriate GBV prevention and behaviour change strategies at different stages of the humanitarian response. Knowledge and demonstrated use of GBV tools and Guidance.

Desirable

Demonstrated understanding of critical issues around GBV data and knowledge of safe and ethical data collection and analysis, and conducting assessments. Demonstrated knowledge of engagement with GBV Interagency humanitarian architecture. Knowledge and experience of participatory approaches to engaging with and mobilizing communities Good understanding of displacement and protection issues including, child protection, education and the application of the Age, Gender and Diversity Policy. Completion of UNHCR learning programmes or specific training relevant to functions of position such as: Protection Learning Programme, Operations Management Learning Programme, Middle Management Learning Programme, GBV and Gender Equality. Experience in a humanitarian context.

- Languages: Proficiency in English is required.

For positions at the P4 level

- Education: Degree in Human rights, Social Work, Social Anthropology, International Development, Social Sciences, or other relevant field.
- Job experience: Minimum 8 years of relevant (international) job experience with graduate degree (equivalent of a Master's), 9 years with undergraduate degree

(equivalent of a BA/BS) of which 3 years in the field and 5 years in an international capacity.

Essential

9 years relevant work experience in an international context including field experience in a humanitarian context. Applied experience in survivor-centred approach, GBV guiding and Case management principles related to GBV programs. Demonstrated knowledge in gender equality and the empowerment of women and girls and apply, promote and integrate gender analysis into humanitarian programming. Demonstrated knowledge of and implementation of multi-sectorial responses to GBV and support to other sectors to mainstream GBV prevention, risk mitigation and response. Demonstrated knowledge and application of GBV prevention theory and appropriate GBV prevention and behaviour change strategies at different stages of the humanitarian response. Knowledge and demonstrated use of GBV tools and Guidance.

Desirable

Demonstrated understanding of critical issues around GBV data and knowledge of safe and ethical data collection and analysis and conducting assessments. Demonstrated knowledge of engagement with GBV Interagency humanitarian architecture. Knowledge and experience of participatory approaches to engaging with and mobilizing communities. Good understanding of displacement and protection issues including, child protection, education and the application of the Age, Gender and Diversity Policy. Completion of UNHCR learning programmes or specific training relevant to functions of position such as: Protection Learning Programme, Operations Management Learning Programme, Middle Management Learning Programme, GBV and Gender Equality. Experience in a humanitarian context.

- Languages: Proficiency in English and knowledge of a second UN language (Arabic/Chinese/French/Russian/Spanish) at B2₁ is required.

Desirable Qualifications and Skills for All Positions

- Knowledge of UN policies and procedures
- Experience in field operations
- Commitment to help persons of concern and willingness to cooperate with counterparts.
- Good analytical skills
- Strong interpersonal and communication skills in a multi-cultural setting
- Experience of working with persons of concern desirable
- Ability to live and work in the difficult and harsh conditions of developing countries is essential.

To apply, please visit: [International vacancies](#).

As there is no dedicated GBV Officer Talent Pool advertised, applicants are invited to apply to the Profile 'Protection Officer' – job ID 12401. Kindly indicate in your application that you wish to be considered for the GBV sub-profile and select relevant GBV skills in the application form.

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.