DJIR000159--Associate Protection Officer (Community-Based)

The United Nations Volunteers (UNV) programme is the UN organization that promotes volunteerism to support peace and development worldwide. Volunteerism can transform the pace and nature of development and it benefits both society at large and the individual volunteer. UNV contributes to peace and development by advocating for volunteerism globally, encouraging partners to integrate volunteerism into development programming, and mobilizing volunteers. In most cultures, volunteerism is deeply embedded in long-established, ancient traditions of sharing and support within the communities. In this context, UN Volunteers take part in various forms of volunteerism and play a role in development and peace together with co-workers, host agencies and local communities. In all assignments, UN Volunteers promote volunteerism through their action and conduct. Engaging in volunteer activity can effectively and positively enrich their understanding of local and social realities, as well as create a bridge between themselves and the people in their host community. This will make the time they spend as UN Volunteers even more rewarding and productive.

General Information

<table>
<thead>
<tr>
<th>Country of Assignment</th>
<th>Djibouti</th>
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<tbody>
<tr>
<td>Host Institute</td>
<td>UN High Commissioner for Refugees</td>
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<tr>
<td>Volunteer Category</td>
<td>International Specialist</td>
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<tr>
<td>Number of Volunteer</td>
<td>1</td>
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<tr>
<td>Duration</td>
<td>12 months</td>
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<tr>
<td>Possibility of Extension</td>
<td>Yes</td>
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<tr>
<td>Expected Starting Date</td>
<td>Immediate</td>
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<tr>
<td>Duty Station</td>
<td>Obock [DJI]</td>
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<tr>
<td>Assignment Place</td>
<td>Family Duty Station</td>
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Living Conditions

The UN security Level is at the level 3 for Djibouti-Ville. In overall, security remains conducive for UNHCR operations in the country. Life is generally expensive including food and accommodation. The climate in Djibouti country is hot and dry all year round, especially during summers. The average temperature varies from 23º to 29º in January and from 31º to 41º in July. Annual rainfall ranges from 127 mm in the capital to 380 mm in the mountains. There are local banking facilities only in Djibouti-Town and it is recommended to open a bank account. Credit cards are not widely accepted in Djibouti. There are few automatic teller machines (ATMs) in Djibouti city. These ATMs only accept Visa cards and are frequently out of service, and travellers should not depend on them as the sole means for obtaining currency. French, Afar, Somali and Arab are spoken by the local population and by the authorities. Availability of flight is as follows: Two
weekly flight AIR France from Djibouti to Paris, Two daily flights with ETHIOPIAN Airlines from Djibouti to Addis Ababa twice a week, flight with Turkish Airlines from Djibouti to Istanbul, daily flight Kenya Airways from Djibouti to Nairobi. At the arrival, it is recommended to book a room in an authorized hotel (Kimpinski, Sheraton, Acacias, Bavaria, Alia, Ali-Sabieh and Auberge Le Heron...etc. There is also the possibility to rent a private accommodation soon after few days passed at the hotel. For taxi, you are recommended to use only those painted in white and green or those provided by your hotel. Please make sure they know your intended destination and negotiate the fare before starting the journey. You are strongly recommended not to use buses as they are poorly maintained and their operators even driven erratically with little regard for passengers’ safety.

Assignment Details

<table>
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<tr>
<th>Assignment Title</th>
<th>Associate Protection Officer (Community-Based)</th>
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<tr>
<td>Organizational Context &amp; Project Description</td>
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The Office of the UNHCR was established on 14 December 1950 by the UN General Assembly. The agency is mandated to lead and co-ordinate international action to protect refugees and resolve refugee problems worldwide. Its primary purpose is to safeguard the rights and well-being of refugees. It strives to ensure that everyone can exercise the right to seek asylum and find safe refuge in another State, with the option to return home voluntarily, integrate locally or to resettle in a third country (www.unhcr.org).

Djibouti is a small country of over 900,000 people. Although mired with its own economic challenges, it continues to welcome and provide for its refugee and asylum-seeker community of 30,475 roughly 3% of its population. UNHCR works with the Government of Djibouti, donors, and partners to alleviate the challenges of refugees in the three villages (Ali Addeh, Holl-Holl, and Markazi) as well as in the urban areas. The majority of persons of concern (PoC) in Djibouti are refugees from Somalia, Eritrea and Ethiopia living in the villages of Ali Adeh and Holl Holl in the south of the country although UNHCR Djibouti also extends protection related services to approximately 5,569 PoC living among the host community in Djibouti Ville. Many of these individuals have been assisted in the villages for over 25 years. The Yemen crisis has caused a substantial influx of recent arrivals in Djibouti. Currently, there are 5,206 Yemeni refugees living in Djibouti, out of which 2,320 are settled in Markazi village, in the Northern region of Obock. The long-term displacement context, prevalence of secondary movements and influx of arrivals from Yemen all present distinct protection concerns among the diverse PoC, demanding a solution-oriented approach to protection that is considered multi-dimensional. Rule of law and access to justice programming is a key enabling element of such approach. Partnership opportunities in the protection arena are limited in Djibouti, with only a small number of international NGOs present and a relatively small local civil society presence. Most legal support to refugees has been limited to assistance of SGBV survivors, marriages and divorce. This assistance involves support for SGBV victims to navigate the legal process through assistance to obtain necessary medical evidence, in cases of sexual assault or domestic violence, and advice on legal processes.
Task description

Under the direct supervision of the Head of Field Office - Obock the UN Volunteer will undertake the following tasks:

- Be fully informed about community structures and the protection and security situation of the population of concern and develop strong links with a cross-section of members of refugee/Internally Displaced Persons (IDPs)/stateless communities, using an Age, Gender and Diversity (AGD) approach;
- 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 senior management. Ensure that the perspectives, capacities, needs and resources of the persons of concerns are reflected in the protection strategy, planning processes and operations plan addressing the specific protection needs of women and men, children, youth and older persons, persons with disabilities, minority groups such as sexual minorities and persons living with HIV/AIDS;
- Ensure through direct action and advocacy with more senior protection staff that the necessary resources are allocated to enable community work to identify and address protection and assistance gaps;
- Assist in supporting consultative process with government counterparts at local levels, partners and persons of concern to develop and implement integrated strategies that address the key protection priorities, including, for example, child protection, education and SGBV, and solutions approaches;
- Provide technical guidance and support to UNHCR and partners and implement and oversee Standard Operating Procedures (SOPs) on all community-based protection related issues;
- Support the design, implementation and evaluation of protection centred and solutions oriented programming with implementing and operational partners guaranteeing that community-owned activities are integrated;
- Support communities in establishing representation and coordination structures;
- Promote confidence building and conflict resolution among populations of concern, authorities and host communities;
- Maintain protection presence through regular field missions and reports, making direct contact with persons of concern, host communities, local authorities and partners. In operations applying the humanitarian cluster system, contribute to ensuring that the response of the Protection Cluster is grounded in an AGD-compliant strategy which covers all assessed and prioritized protection needs of the affected populations;
- Support the Operation's work to ensure the protection strategy is fully integrated into the Country Operations Plan, the UN Development and Assistance Framework (UNDAF), the Humanitarian Country Team's common humanitarian action plan where applicable;
- Contribute to the Protection team's information management component which: provide disaggregated data on populations of concern and their problems; researches, collects and
disseminates relevant protection information and good practices to enhance protection delivery and provide technical advice if necessary;

- Ensure participatory, community-based protection and AGD approaches are included in, strategies and plans in the country operation;
- Ensure community understanding of UNHCR's commitment to deliver on accountability and quality assurance in its response;
- Support persons of concern to develop structures that enhance their participation and protection.

Furthermore, UN Volunteers are required to:

- Strengthen their knowledge and understanding of the concept of volunteerism by reading relevant UNV and external publications and take active part in UNV activities (for instance in events that mark International Volunteer Day).
- Be acquainted with and build on traditional and/or local forms of volunteerism in the host country.
- Provide annual and end of assignment reports on UN Volunteer actions, results and opportunities using UNV’s Volunteer Reporting Application.
- Contribute articles/write-ups on field experiences and submit them for UNV publications/websites, newsletters, press releases, etc.
- Assist with the UNV Buddy Programme for newly-arrived UN Volunteers.
- Promote or advise local groups in the use of online volunteering, or encourage relevant local individuals and organizations to use the UNV Online Volunteering service whenever technically possible.

Results/Expected Outputs

- Effective and timely support is provided to the formulation of a clear and coherent protection and solutions oriented strategy, which incorporates a thorough age, gender and diversity analysis and reflects the Organization’s global, regional and country level priorities;
- 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;
- National protection capacities are improved through direct engagement, research and advocacy with all relevant external interlocutors;
- Protection incidents and needs are immediately identified and addressed through direct intervention, advocacy and public exposure.

- The development of capacity through coaching, mentoring and formal on-the-job training, when working with (including supervising) national staff or (non-) governmental counter-parts, including Implementing Partners (IPs);
- Age, Gender and Diversity (AGD) perspective is systematically applied, integrated and documented in all activities throughout the assignment.

Qualifications/Requirements
Required Degree Level: Bachelor degree or equivalent

Education - Additional Comments:
University degree in International Development, Cultural Studies, Human Rights, International Social Work, Social Science, Political Science, and Anthropology, International Law or other clearly related disciplines.

Required experience: 48 months

Experience Remark:
- Minimum 4 years (2 years with Advanced University degree) relevant professional experience, including in the areas of community based protection, community services, social work, and human rights;
- Knowledge of UN policies and procedures;
- Field experience;
- Commitment to help refugees and willingness to cooperate with counterparts;
- Good analytical skills;
- Strong interpersonal and communication skills in a multi-cultural setting;
- Experience of working with refugees;
- Ability to live and work in the difficult and harsh conditions of developing countries is essential;
- Computer skills: Microsoft Office Package (excellent knowledge of Word, good knowledge of Excel and Power Point) and Internet browsing.

Language:
- English (Mandatory), Level - Fluent
- AND - French (Mandatory), Level - Fluent

Area of Expertise:
- Protection of refugees, asylum seekers and IDPs Optional

Area of Expertise Requirement

Need Driving Licence: No

Competencies & Values:
- Accountability
- Adaptability and Flexibility
- Building Trust
- Client Orientation
- Commitment and Motivation
- Commitment to Continuous Learning
- Communication
- Empowering Others
- Ethics and Values
- Integrity
- Planning and Organizing
- Professionalism
Conditions of Service and other information

Condition of Service

Click here to view Conditions of Service

Conditions of Service for International Specialist:

The contract lasts for the period indicated above with possibility of extensions subject to availability of funding, operational necessity and satisfactory performance. However, there is no expectation of renewal of the assignment.

A UN Volunteer receives a Volunteer Living Allowance (VLA) which is composed of the Monthly Living Allowance (MLA) and a Family Allowance (FA) for those with dependents (maximum three).

The Volunteer Living Allowance (VLA) is paid at the end of each month to cover housing, utilities, transportation, communications and other basic needs. The VLA can be computed by applying the Post-Adjustment Multiplier (PAM) to the VLA base rate of US$ 1,631. The VLA base rate is a global rate across the world, while the PAM is duty station/country-specific and fluctuates on a monthly basis according to the cost of living. This method ensures that international UN Volunteers have comparable purchasing power at all duty stations irrespective of varying costs of living. The PAM is established by the International Civil Service Commission (ICSC) and is published at the beginning of every month on the ICSC website http://icsc.un.org.

For UN Volunteer entitlements, kindly refer to the link https://vmam.unv.org/calculator/entitlements

In non-family duty stations that belong to hardship categories D or E, as classified by the ICSC, international UN Volunteers receive a Well-Being Differential (WBD) on a monthly basis.

Furthermore, UN Volunteers are provided a settling-in-grant (SIG) at the start of the assignment (if the volunteer did not reside in the duty station for at least 6 months prior to taking up the assignment) and in the event of a permanent reassignment to another duty station.
UNV provides life, health, permanent disability insurances as well as assignment travel, annual leave, full integration in the UN security framework (including residential security reimbursements).

UN Volunteers are paid Daily Subsistence Allowance at the UN rate for official travels, flight tickets for periodic home visit and for the final repatriation travel (if applicable). Resettlement allowance is paid for satisfactory service at the end of the assignment.

UNV will provide, together with the offer of assignment, a copy of the Conditions of Service, including Code of conduct, to the successful candidate.

**Supervision, induction and duty of care of UN Volunteers**

UN Volunteers should be provided equal duty of care as extended to all host entity personnel. Host entity support to the UN Volunteer includes, but is not limited to:

- Introductory briefings about the organisation and office-related context including security, emergency procedures, good cultural practice and orientation to the local environment;

- Support with arrival administration including setting-up of bank accounts, residence permit applications and completion of other official processes as required by the host government or host entity;

- Structured guidance, mentoring and coaching by a supervisor including a clear workplan and performance appraisal;

- Access to office space, equipment, IT support and any other systems and tools required to complete the objectives of the assignment including a host entity email address;

- Access to shared host entity corporate knowledge, training and learning;

- Inclusion of the volunteer in emergency procedures such as evacuations;

- Leave management;

- DSA for official travel, when applicable;

- All changes in the Description of Assignment occurring between recruitment and arrival or during the assignment need to be formalized with the United Nations Volunteer Programme.
Application procedure

* Not yet registered in the UNV Talent Pool?
Please first register your profile at https://vmam.unv.org/candidate/signup. Important: After creating your account, complete all sections of your profile and submit it. Then go to ‘My Page’ at https://vmam.unv.org/candidate/mypage and click on the ‘Special Calls’ hyperlink. Lastly, select the special call to which you would like to apply.

* Already registered in the UNV Talent Pool?
Please first update your profile at https://vmam.unv.org/candidate/profile. Then go to ‘My Page’ at https://vmam.unv.org/candidate/mypage and click on the ‘Special Calls’ hyperlink to select the special call to which you would like to apply.

Application deadline: 15 March 2020

Disclaimer
United Nations Volunteers is an equal opportunity programme which welcomes applications from qualified professionals. We are committed to achieving diversity in terms of gender, nationality and culture.