UN VOLUNTEER DESCRIPTION OF ASSIGNMENT

MLIR000863--Gender and Protection Officer / Accountability to Affected Populations

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>Mali</th>
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<tbody>
<tr>
<td>Host Institute</td>
<td>World Food Programme</td>
</tr>
<tr>
<td>Volunteer Category</td>
<td>International Specialist</td>
</tr>
<tr>
<td>Number of Volunteer</td>
<td>1</td>
</tr>
<tr>
<td>Duration</td>
<td>6 months</td>
</tr>
<tr>
<td>Possibility of Extension</td>
<td>Yes</td>
</tr>
<tr>
<td>Expected Starting Date</td>
<td>Immediate</td>
</tr>
<tr>
<td>Duty Station</td>
<td>Mopti [MLI]</td>
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<tr>
<td>Assignment Place</td>
<td>Non-Family Duty station</td>
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Living Conditions

The UN Volunteer will be based in Mopti, Northern Mali, and missions or visits to the field may be expected. This will be determined on a needs basis.

Mopti is classified as a non-family duty station. Power cuts are common, however, most apartment blocks and houses are equipped with generators. The city is under UN Security Level System 4; all newly arrived personnel must undergo security briefing and training by United Nations Department of Safety and Security (UNDSS).

Almost all UN specialised agencies, programmes, and funds are present and active in Mali although at varying degrees. In Mali, there is a UN peacekeeping mission (MINUSMA) with the task to establish and
create security in the most volatile regions in the Center and the North. UN agencies and MINUSMA work in an integrated programme under the leadership of the Special Representative of the Secretary General (SRSG).

**Assignment Details**

**Assignment Title**  
Gender and Protection Officer / Accountability to Affected Populations

**Organizational Context & Project Description**

Implementing the aspiration set out in the WFP Strategic Plan (2017-2021) for a ‘people-centred, needs-driven approach that is guided by a strong commitment to the humanitarian principles calls for stepping up the integration of protection and AAP throughout WFP’s operations at country level. WFP efforts in recent years under the Humanitarian Protection Policy (2012), the IASC Commitments on Accountability to Affected People (AAP) (2011, updated 2017), and the Charter on Inclusion of Persons with Disabilities in Humanitarian Action (2016) have brought solid gains, but much more is needed.

This was underlined by the findings of the recent evaluation of the Protection Policy (2018) that called for improved data collection and analysis, partnerships and stakeholder engagement, and strengthened integration in risk management, supported by sufficient human resources, strong leadership, and a clear policy framework. Achieving this, requires an ambitious strategy that can take WFP to the next level in not only saving lives, but also changing lives by ensuring vulnerable people’s ability to meet their food needs in a safe, accountable, and dignified manner that respects their integrity. The evaluation has created new momentum within the organisation for achieving this, as well as a stronger stand by WFP leadership in ensuring that protection and AAP are considered at the strategic level.

Against this backdrop WFP Mali Country Office deemed it necessary to strengthen its Protection Capacity, the latter has also been an explicit recommendation of the multifunctional Humanitarian Access Mission undertaken in October 2018. Priorities include improved protection monitoring and analysis, capacity building, partnership and engagements and tools development at Sub-Offices and Country-Office levels.

In-house skills are not readily available and, due to the sensitivity of the topic, national recruitment is not a viable solution in the short term given the context. A Stand-by partner Protection Advisor has been recruited in August 2019 but given the extent of the task, additional resources are deemed necessary to quickly strengthen WFP Mali capacity and role in the areas of protection and AAP.

**Sustainable Development Goals**  
5. Gender Equality

**Task description**

Under the direct supervision of the Protection Advisor, the UN Volunteer will undertake the following tasks:

- Support the Protection Advisor in the identification of protection risks in WFP operations either in
direct implementation and partners’ implementation and undertake analysis of Protection concerns, gauging the Protection risks to all assisted populations.

- Support the Protection Advisor in the conduct of an analysis of the stakeholder’s power/conflict dynamics, and provide advice to ensure that WFP’s Programmes do not negatively impact the context and effectively integrate conflict sensitive programming in the design and follow up of the operations;

- Support gender analysis in key integrated resilience sites and identify key interventions to support gender mainstreaming and women empowerment within the framework of WFP’s resilience intervention package;

- Support to the implementation / Launch of the different interventions specifically targeting women empowerment;

- Support with the Programme teams on the development / update of WFP’s implementation tools and ensure their adjustment where needed to ensure a proper mainstreaming of gender (targeting, participatory planning, M&E, etc.)

- Ensure the effective implementation of Accountability to affected Population mechanisms, such as Complains and feedback mechanisms, through regular focus groups with targeted communities, on the ground information collection and including but not limited to supporting the deployment and the effective running of the Hotline and by providing training to field personnel and partners;

- Analyze Accountability to Affected Populations Mechanisms on a regular basis and adjust the tools and mechanisms as required;

- Support the analysis and implementation of participatory planning exercise and mechanisms and linkage with planning at communal level, support strengthened accountability and legitimacy of decentralized structures;

- Ensure timely and appropriate reporting on AAP.

- Provide training/workshop to WFP personnel and partners, especially those who are field based, on AAP tools and mechanisms and other topics, such as protection and gender as required.

- Support the identification of partnerships with other UN humanitarian agencies, National and International NGOs and civil society and other relevant actors on assessment and mitigation of current and emerging Protection issues and referrals and represent WFP in the relevant fora (clusters, working groups etc..) at SO level.

- Support the development and integration of relevant tools, including assessment, targeting, M & E, and reporting tools while ensuring the confidentiality of sensitive data; including providing guidance on monitoring of food distributions/CBT interventions with a protection lens.
• In coordination with the CwC focal point, support the development of a communication strategy for communication with affected populations. In order to improve community acceptance, the advisor should ensure that the strategy and key messages for communicating with communities are appropriate and give due consideration to humanitarian, protection and gender issues. The communication strategy should be linked to other AAP activities such as the establishment/implementation of the complaint and feedback mechanism (CFM).

• Support the development and implementation of WFP Mali'2 2020-2024 gender and woman empowerment strategy and Action Plan, in particular at SO level, under the Gender Advisor technical supervision.

• Perform other related duties as required.

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

Efficient, timely, responsive, client-friendly and high-quality support rendered to WFP, its partners and its beneficiaries in the accomplishment of her/his functions, including:

• Protection monitoring is provided to the AO and CO on a three months basis
• AAP tools and mechanisms are appropriate.
• Communities know about the AAP mechanisms and tools and trust the system in place, which is reflected in the increase in phone calls, questions, feedback and complaints received.
• At least three partners per SO are identified for protection cases referrals.
• Staff and partners capacity and knowledge on AAP and referrals is increased, which is reflected in the reporting.
• A monthly reporting on AAP is produced.

• 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
• A final statement of achievements towards volunteerism for peace and development during the assignment, such as reporting on the number of volunteers mobilized, activities participated in and capacities developed
Qualifications/Requirements

Required Degree Level
Master degree or equivalent

Education - Additional Comments

Advanced University degree in Social or Political Science, International Development, Development Economics, gender or other relevant field, or First University degree with additional years of related work experience and/or training/courses. Specific certificates or degrees in studies related to gender will constitute an asset.

Required experience
36 months

Experience Remark

- Has implemented protection strategies, plans and innovations and has experience leading strategic discussions and planning processes;
- Has managed partnerships with government, technical and financial partners and civil society in the protection and AAP agenda;
- At least 3-5 years of relevant professional experience in coordination, planning, integration, advocacy for/in protection; experience in humanitarian settings and with humanitarian clusters required;
- Technical knowledge regarding protection and gender in humanitarian action, AAP, GBV, such as humanitarian planning and implementation instruments and processes, would be a strong asset;
- Desirable: experience with training and facilitation (including participatory approaches), project development and management, monitoring and evaluation, human rights-based approaches, capacity development approaches, are all assets;
- Culturally and socially sensitive; ability to work inclusively and collaboratively with a range of partners, including grassroots community members and local authorities;
- Ability to work and adapt professionally and effectively in a challenging environment; ability to work effectively in a multicultural team of international and national personnel;
- Excellent oral and written skills; excellent drafting, formulation, reporting skills;
- Solid overall computer literacy, including proficiency in various MS Office applications (Excel, Word, etc.) and email/internet; familiarity with database management; and office technology equipment;
- Ability to perform duties under stress and in insecure, isolated and potentially hostile environments;
- Have affinity with or interest in women’s and gender issues, humanitarian action, refugee work, post-conflict or natural disaster situations, volunteerism as a mechanism for durable development, and the UN System.

Language

- English (Mandatory) , Level - Working Knowledge
- AND - French (Mandatory) , Level - Fluent

Area of Expertise

- Gender equality and the advancement of women Mandatory
Area of Expertise Requirement

Competencies and values:

- Professionalism: demonstrated understanding of operations relevant to UN Women; technical capabilities or knowledge relevant or transferrable to UN Women procedures and rules; discretion, political sensitivity, diplomacy and tact to deal with clients; ability to apply good judgement; ability to liaise and coordinate with a range of different actors, especially in senior positions; where appropriate, high degree of autonomy, personal initiative and ability to take ownership; resourcefulness and willingness to accept wide responsibilities and ability to work independently under established procedures; ability to manage information objectively, accurately and confidentially; responsive and client-oriented;

- Integrity: demonstrate the values and ethical standards of the UN and UN Women in daily activities and behaviours while acting without consideration of personal gains; resist undue political pressure in decision-making; stand by decisions that are in the organization’s interest even if they are unpopular; take prompt action in cases of unprofessional or unethical behaviour; does not abuse power or authority;

- Teamwork and respect for diversity: ability to operate effectively across organizational boundaries; excellent interpersonal skills; ability to establish and maintain effective partnerships and harmonious working relations in a multi-cultural, multi-ethnic, mixed-gender environment with sensitivity and respect for diversity; sensitivity and adaptability to culture, gender, religion, nationality and age; commitment to implementing the goal of gender equality by ensuring the equal participation and full involvement of women and men in all aspects of UN operations; ability to achieve common goals and provide guidance or training to colleagues;

- Commitment to continuous learning: initiative and willingness to learn new skills and stay abreast of new developments in area of expertise; ability to adapt to changes in work environment.

- Planning and organizing: effective organizational and problem-solving skills and ability to manage a large volume of work in an efficient and timely manner; ability to establish priorities and to plan, coordinate and monitor (own) work; ability to work under pressure, with conflicting deadlines, and to handle multiple concurrent projects/activities;

- Communication: proven interpersonal skills; good spoken and written communication skills, including ability to prepare clear and concise reports; ability to conduct presentations, articulate options and positions concisely; ability to make and defend recommendations; ability to communicate and empathize with staff (including national staff), military personnel, volunteers, counterparts and local interlocutors coming from very diverse backgrounds; capacity to transfer information and knowledge to a wide range of different target groups;

- Flexibility: adaptability and ability to live and work in potentially hazardous and remote conditions, involving physical hardship and little comfort; to operate independently in austere environments for protracted periods; willingness to travel within the Mission area and to transfer to other duty stations within the Mission area as necessary;

- Genuine commitment towards the principles of voluntary engagement, which includes solidarity,
compassion, reciprocity and self-reliance; and commitment towards UN Women’s mission and vision, as well as to the UN Core Values.

Need Driving Licence

No

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 Code

MLIR000863-6301

Application procedure
*Not yet registered in the UNV Talent Pool?*

Please first register your profile at [https://vmam.unv.org/candidate/signup](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](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](https://vmam.unv.org/candidate/profile). Then go to ‘My Page’ at [https://vmam.unv.org/candidate/mypage](https://vmam.unv.org/candidate/mypage) and click on the ‘Special Calls’ hyperlink to select the special call for to which you would like to apply.

Application deadline: **1st March 2020**

doa.apply_url

[https://vmam.unv.org/candidate/show-doa/TUxJUjAwMDg2Mw==](https://vmam.unv.org/candidate/show-doa/TUxJUjAwMDg2Mw==)

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.