UN VOLUNTEER DESCRIPTION OF ASSIGNMENT
MOZR000730--Community-based Protection Assistant (Gender Based Violence - GBV)

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

Country of Assignment
Mozambique

Host Institute
UN High Commissioner for Refugees

Volunteer Category
National Specialist

Number of Volunteer
1

Duration
6 months

Possibility of Extension
Yes

Expected Starting Date
Immediate

Duty Station
Pemba [MOZ]

Assignment Place
Non-Family Duty station

Assignment Place Remark

Living Conditions

The position is based in Pemba, the capital of Cabo Delgado Province, in the north of Mozambique. Pemba is a D, Non-Family duty-station.

Mozambique has a total population of about 29 million people and Maputo is its capital city. The total area of Mozambique is 799,380 Km square from North to South. It is tropical hot and humid. The hottest and wettest months are December to February, when the average daily minimum temperatures are around 22°C and the average daily highs of 30°C. The rain season is between October and April. Winters (June to August) are mild with the average daily temperature ranging from 13°C to 24°C.

Cabo Delgado is bordering Tanzania, with a population of over 2.2 million individuals according to the 2017 census. The province, considered one of the poorest in the country, was hit by cyclone Kenneth in April 2019, which affected several villages, causing material damage and the displacement of many residents. The province has also been targeted by armed groups that have been...
attacking local villages since October 2017. The number and intensity of attacks increased consistently in 2020.

Communication and transport services are available at various costs. The housing market is healthy but quite expensive (from US$ 800 to US$ 1,500 per month). Pemba has one large supermarket and one international airport.

The meticais is the local currency and exchange rate stands at USD 1 equivalent to about 72 meticais (MZN) as per October 2020. Pemba has 3 major health facilities: ISOS clinic, CLIDIS private clinic and the Provincial hospital. There is a wide range of Banks and ATMs to meet financial needs. Credit/debit cards are accepted in most places.

UNDSS-cleared hotels are available, with the rates differing depending on the availability and season. MOSS compliant apartments are available.

The current operational circumstances require frequently long working hours. This is a stressful work context, making capacity for self-care critical.

According to the security level system, Cabo Delgado is at level 4. Crime in Pemba and villages outside of the capital is concerning and UN personnel must remain vigilant and aware of their surroundings. Traffic accidents are common in Mozambique due to the poor condition of the roads and poor driving and vehicle standards.

As this is a national UN Volunteer assignment, the UN Volunteer will be responsible for arranging his/her own housing and other living essentials

**Assignment Details**

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<tr>
<th>Assignment Title</th>
<th>Community-based Protection Assistant (Gender Based Violence - GBV)</th>
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**Organizational Context & Project Description**

The United Nations High Commissioner for Refugees (UNHCR) is an international organization with the mandate to assist persons in need of international protection: asylum seekers, refugees, stateless and internally displaced persons. The UNHCR operation in Mozambique has its main office in Maputo and field offices in Nampula and Pemba, where this position is located. The working language in the UNHCR offices in Mozambique is English.

The Community-Based Protection Assistant is a member of the Protection Unit and will report to Community-Based Protection Officer in the Protection Unit. Under the overall direction of the Protection Unit, and in coordination with other UNHCR staff, government, NGO partners and other stakeholders, the incumbent works directly with communities of concern to identify the risks they face and to leverage their capacities to protect themselves, their families and communities. S/he supports the application of community-based protection standards, operational procedures and practices in community-based protection delivery at the field level. To fulfil this role, the Community-Based Protection Assistant is required to spend a substantial percentage of the workday outside the office, building and maintaining networks within communities of persons of concern (PoC). The development and maintenance of constructive relationships with PoC that measurably impact and enhance protection planning, programming and results, form the core of the work of the incumbent. S/he also supports the designing of a community-based protection strategy by ensuring that it is based on consultation with PoC.

**Sustainable Development Goals**

17. Partnerships For the Goals

**Task description**

Within the delegated authority and under the supervision of Community-based Protection Officer. UNV Community-based Protection Assistant will:

- Through relationships with PoC 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 the protection team. Understand the perspectives, capacities, needs and resources of the PoC and advise the protection team accordingly, highlighting the specific protection needs of women and men, children, youth and older persons, persons with disabilities, marginalized groups.
- Support implementing and operational partners as well as displaced and local communities to develop community-owned
activities to address, where applicable, the social, educational, psycho-social, cultural, health, organisational and livelihood concerns as well as child protection and prevention and response to SGBV.

- Assist in working with host communities to involve national civil society groups in improving the protection of PoC.
- Assist in the analysis that identifies the capacities of communities of concern and risks they face.
- Support participatory assessments and ongoing consultation with PoC.
- Support communities in establishing representation and coordination structures.
- Ensure community understanding of UNHCR’s commitment to deliver on accountability and quality assurance in its response.
- Collect data for monitoring of programmes and budgets from an AGD perspective.
- Draft and type routine correspondence, documents and reports and maintain up-to-date filing systems.
- Act as an interpreter in exchange of routine information, contribute to related liaison activities and respond directly to routine queries.
- Assist in the enforcement of participatory AGD sensitive analysis as an essential basis for all of UNHCR’s work.
- Identify and recommend which individuals or groups to prioritize for counselling and field visits based on agreed criteria.
- Enforce compliance of implementing partners with global protection policies and standards of professional integrity in the delivery of protection services.
- Any other related tasks as may be required or assigned by the supervisor.

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

- As an active UNHCR team member, efficient, timely, responsive, client-friendly and high-quality support rendered to UNHCR and its beneficiaries in the accomplishment of her/his functions, including:

  - Protection monitoring and assessment in accessible sites is conducted as part of mission team
  - Daily protection monitoring report is completed
  - Training of community based protection focal points are trained and their capacity is being built.
  - Accountability to affected populations is strengthened in all aspects of humanitarian response through community engagement
  - Community based projects are designed and implemented

- 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
Secondary education

Education - Additional Comments

- High School Diploma or Bachelor’s degree in a relevant area, e.g. community development/social work or area related to human rights, international laws;

Required experience
24 months

Experience Remark

The United Nations Volunteers (UNV) programme is administered by the United Nations Development Programme (UNDP).
At least 1 year of professional work experience at the national and/or international level in community development/social work or international laws, human rights or other relevant programmes; experience with humanitarian emergency response is an asset, as is experience working in the UN or other international development organization;

Excellent oral and written skills; excellent drafting, formulation, reporting skills;

Accuracy and professionalism in document production and editing;

Excellent interpersonal skills; culturally and socially sensitive; ability to work inclusively and collaboratively with a range of partners, including grassroots community members, religious and youth organizations, and authorities at different levels; familiarity with tools and approaches of communications for development;

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;

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;

Self-motivated, ability to work with minimum supervision; ability to work with tight deadlines;

Desirable: valid national driver’s license and proven ability to drive manual gear 4x4 over rough terrain; (if not applicable, delete)

Sound security awareness;

Have affinity with or interest in protection of displaced populations in UNHCR, volunteerism as a mechanism for durable development, and the UN System.

Language

• Portuguese (Mandatory), Level - Fluent
• AND - English (Mandatory), Level - Working Knowledge

Area of Expertise

• Protection of refugees, asylum seekers and IDPs Mandatory
• Other emergency management experience Optional
• Other civil society or community development experience Optional

Area of Expertise Requirement

Need Driving Licence No

Competencies & Values

• Accountability
• Client Orientation
• Commitment and Motivation
• Commitment to Continuous Learning
• Communication
• Ethics and Values
• Integrity
• Professionalism
• Respect for Diversity
• Self-Management
• Working in Teams

Conditions of Service and other information
Conditions of Service:


The rapidly changing nature of novel coronavirus COVID-19 has placed significant and increasing restrictions on the freedom of movement of people, even within countries. Such restrictions may affect the ability national UN Volunteers to begin their assignments at their assigned duty station or limit the ability to enter UN premises. Thus, UNV cannot guarantee assignments will proceed as normal.

Candidates for national UN Volunteer assignments requiring travel to the duty station may be exceptionally granted during this period alternative working arrangements to work from their place of recruitment until restrictions are lifted. Candidates for national UN Volunteer assignments may also need to begin their assignments remotely in cases where access to UN premises is restricted. These are decisions at the discretion of the host entity. Candidates proceeding to interview are recommended to discuss travel requirements, any restrictions, and possible alternative arrangements with the host entity. If selected, candidates should carefully consider the circumstances before accepting UNV's offer.

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.

Travel to duty station (if applicable) and a Settling-In-Grant will be provided in the event the duty station is not within commuting distance from the place of recruitment. The applicable Volunteer Living Allowance is provided monthly to cover housing, utilities and normal cost of living expenses. Life, health and permanent disability insurance are included (health insurance for up to 3 dependents), as well as final repatriation (if applicable) and resettlement allowance for satisfactory service.

Furthermore, in non-family duty stations that belong to hardship categories D or E, as classified by the ICSC, a Well-Being Differential (WBD) on a monthly basis will be provided.

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

Supervision, induction and duty of care of UN Volunteers (Roles and Responsibilities of Host Entities)

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 and official processes;
- 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;
- Any necessary security measures, ensuring that UN Volunteers are covered by the United Nations Security Management System (UNSMS) in line with the UNDSS Security Policy Manual;
- 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.

- Provide emergency assistance, e.g. the death of volunteer or medical evacuation, in collaboration with UNV. Accept letters of guarantees or potential liabilities for covering medical costs not claimable under medical insurance in extraordinary situations (e.g. isolation facilities’ services during pandemics).

**Application Code**
MOZR000730-9022

**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 for to which you would like to apply.

Application deadline: 25th March 2021

**doa.apply_url**
https://vmam.unv.org/candidate/show-doa/TU9aUjAwMDczMA==

**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.