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>Chad</th>
</tr>
</thead>
<tbody>
<tr>
<td>Host Institute</td>
<td>UN High Commissioner for Refugees</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>12 months</td>
</tr>
<tr>
<td>Expected Starting Date</td>
<td>Immediate</td>
</tr>
<tr>
<td>Duty Station</td>
<td>Baga Sola [TCD]</td>
</tr>
<tr>
<td>Assignment Place</td>
<td>Non-Family Duty station</td>
</tr>
</tbody>
</table>

**Assignmen Place Remark**

CHAD is an non family duty station

**Living Conditions**

Chad is a landlocked country covering 1,284,000 km². Its climate is Sahelian and temperatures can reach as high as 45 °C during the dry season. In the cooler rainy season, many roads are blocked, and flooding is frequent. This causes many health and supply problems to the population, including in the capital, N’djamena. Because of widespread poverty, weak infrastructure and very few communal facilities, leisure options are very limited. The operation in Chad is complex in terms of security, environment and logistics. The environment is characterized by unforeseen trends related to these factors. The risk of common criminality - fueled by poverty, social unrest and high levels of unemployment continues to be one of the main threats to the physical integrity of UNHCR staff. UNHCR staff are always reminded to strictly respect all security measures.

The type of accommodation is Residential. Rest and Recuperation cycle: 6 weeks. In Bagasola, UN international and national staff members live in UNHCR guest house. Other international staff members from UN agencies and INGOs are living in Bagasola. The main regional town near Bagasola is Bol which is about 70 kms. There is a regional airstrip in Bol town used by UNHAS airplanes twice.
Assignment Details

Organizational Context & Project Description

Preamble:

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In the course of 2015 Boko Haram intensified attacks which spread from north-eastern Nigeria to Cameroon, Chad and Niger, affecting some 20 million people. Suicide bombings and raids targeting civilians in villages and in cities around the Lake Chad basin have caused widespread trauma, prevented people from accessing essential services and destroyed infrastructure. Across the region, over 2.8 million people are displaced; most whom are sheltered by communities that count among the world’s most vulnerable. The combined effect of growing insecurity, fast population growth and severe vulnerability resulting from a changing climate, environmental degradation, poverty and under-investment in social services is translating into record numbers of people in need of emergency relief.

In particular, since January 2019 the security situation has deteriorated in the Lake Chad province as a result of recurrent attacks by non-state armed groups, which has caused the forced displacement of approximately 233,012 IDPs, 33,602 Chadian returnees and 13,751 refugees (April 2020).

Food insecurity has also significantly deepened as socio-economic activities have been hampered by security measures that restrict freedom of movement and prohibit commercial activities in parts of the Lake Chad province. Needs include psychosocial support, prevention and support to survivors of sexual and gender-based violence and assistance to separated children. As women, girls and boys have been abducted or used as suicide-bombers, preventing recruitment and supporting demobilization is essential. Other concerns stem from risk of stigmatization for communities suspected of affiliation to Boko Haram, which could be further exacerbated with the prolongation of the state of emergency and the continued presence of military elements in the area.

The IUNV will work as Associate protection cluster coordinator for the sub-national protection cluster in the Lake Chad Province and will receive guidance from the national protection cluster coordinator. The sub-national protection cluster is in a key position to strengthen accountability to affected people; work closely with local authorities and partners and support real-time implementation of the humanitarian response plan. The national and sub-national protection cluster work closely together to ensure that the needs, priorities and activities at field level are taken into account and reflected in national strategic decision and planning processes.

Internationally, the United Nations High Commissioner for Refugees (UNHCR) is mandated to lead and coordinate international action to protect and assist refugees, IDPs 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.

To achieve this objective, UNHCR's Baga Sola office is seeking to identify a candidate to implement its Protection cluster strategy which aims to provide protection assistance to displaced people

Fortunately, UNHCR has just received the support of Swiss government to assist refugees and IDPs and is expected to play its role as a lead of protection coordination while involving other NGO Partners and Agencies.

**Sustainable Development Goals**

| 16. Peace, Justice and Strong Institutions |

**Task description**

Under the technical supervision of the Protection Cluster Coordinator the UN Volunteer will Contributing to the planning and implementation of inter-agency needs assessments for the protection cluster in the Lake Chad province;

- Facilitating reporting and information sharing within the Protection Cluster at national level and at the inter-cluster level in the Lake Chad province;
- Contributing to the promotion of the centrality of protection in the overall humanitarian response through trainings and advocacy work with/for local authorities and partners;
- Supporting with effective coordination around data collection and reporting on human rights violations in the Lake Chad province;
- Contribution with the development and dissemination of sensitisation campaigns;
- Preparing, chairing and following up on action points of monthly protection cluster meetings at level;
- Representing the protection cluster in inter-agency fora including ICC and CIM-COORD meetings at regional level;
- Supporting with the monitoring and reporting on the implementation of the protection cluster’s response plan;
- Coordinating regular updates on mapping of services in the Lake Chad province;
- Supporting with activities assigned by OCHA throughout the different stages of the Humanitarian Programme Cycle (HPC);
- Other tasks as per assigned by the protection cluster coordinator.

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**

Contribute to strengthening IDP’s access to protection, assistance and durable solutions in the Lake Chad province;

- The development of capacity through coaching, mentoring and formal on-the-job training, when working with (including supervising) national staff or (non-) governmental counterparts, 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
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Qualifications/Requirements

Required Degree Level
Bachelor degree or equivalent

Education - Additional Comments
Degree in Law, Human Rights Law, International relation

Required experience
36 months

Experience Remark
- 3 or 5 years working in the required field
- Experience in information management and communication in Humanitarian and Protection affairs, in particular in the framework of Protection Clusters. Experience with relevant information management tools and software is desirable;
- Field experience in particular of working with persons of concern desirable;
- Commitment to help persons of concern and willingness to cooperate with counterparts and partners;
- Good analytical skills;
- Strong interpersonal and communication skills in a multi-cultural setting;
- Ability to design, organize, deliver and evaluate training/capacity building activities;
- Ability to live and work in the difficult and harsh conditions of developing countries is essential.

Desirable Qualifications and Skills:
- Knowledge of UN policies and procedures;
- Knowledge of the UN Guiding Principles on Internal Displacement, as well as of relevant UNHCR and inter-agency policies and guidelines on Protection;

Computer skills: Office Package (excellent knowledge of Word, good knowledge of Excel and Power Point) and Internet browsing.

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

Area of Expertise
- Human rights Mandatory
- Rule of law, judicial and national legal system reform Mandatory
- Other rule of law or governance related experience Optional

Area of Expertise Requirement
- Demonstrated interest and/or experience in Coordination
- Previous experience as a volunteer and/or experience of another culture, (i.e. studies, volunteer work, internship) would be highly regarded; Previous experience working in humanitarian emergencies, with IDPs within the inter-agency context.
- Qualitative and or quantitative research methods skills a strong asset

Need Driving Licence
No

Competencies & Values
- Adaptability and Flexibility
- Commitment and Motivation
Conditions of Service and other information

Conditions of Service for International Specialist:


The rapidly changing nature of novel coronavirus COVID-19 has placed significant and increasing restrictions on the freedom of movement of people across the globe, within countries and across borders. Such restrictions make it very difficult for international UN Volunteers to begin their assignments at their assigned duty station and UNV cannot guarantee assignments will proceed as normal.

Candidates for international UN Volunteer assignments during this period may be exceptionally granted alternative working arrangements to work from their place of recruitment until restrictions are lifted. This is at the discretion of the host entity. Candidates proceeding to interview are recommended to discuss the likelihood of travel and possible alternative arrangements with the host entity. If selected, candidates should carefully consider the circumstances before accepting UNV’s offer.

In cases where the UN Host Entity partner has requested the UN Volunteer to perform their assignment remotely, the Post Adjustment Multiplier (PAM) and related entitlements to be paid may be adjusted to the temporary duty station from where the UN Volunteer has been requested to work if requested by the UN Host Entity.

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$ 1,651. 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** *(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 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;

- Investigate misconduct: sharing reports with the UNV;

- 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**

TCDR000181-7681

**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:** 13-09-2020

**doa.apply_url**

https://vmam.unv.org/candidate/show-doa/VENEUjAwMDE4MQ==

**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.*

2 Sep 2020