



EXTERNAL VACANCY ANNOUNCEMENT

Position:	QUALITY ASYLUM ASSOCIATE
Type of Contract:	UNOPS Local Individual Contract Agreement (LICA)
Category:	Level 6
Duty Station:	Brasília, BRAZIL
Start Date:	15 August 2017
Monthly Salary:	BRL 9,306.00

1. GENERAL BACKGROUND

Brazil has experienced an increase in total asylum requests in the past few years, amounting to a growth of almost 3,000% in the past 6 years. The country has become the main recipient of extra territorial asylum claims in the Americas region. UNHCR Brazil works with authorities at Federal, State and Municipal levels, civil society partners, academia and private sector to strengthen the response of the national asylum system to provide comprehensive protection and durable solutions to persons of concern.

Brazil is a signatory of the main international human rights instruments. Brazil is part of 1951 Convention on the Status of Refugees and 1967 Protocol. Brazil enacted the refugee act Law 9.474/97, in effect since 23rd July 1997. The law contains the protection mechanism of the 1951 Convention and 1967 Protocol and incorporates the broader definition of the 1984 Cartagena Declaration the formulation “generalized violation of human rights” which applies to situations of generalized violence and armed conflict.

The majority of refugees in Brazil has an urban profile and is formally granted access to social and economic rights such as health care, education and work, which remains the main challenge to refugee’s self-reliance.

In 2014, Brazil adopted Brazil Declaration and Plan of Action, agreeing to work together to uphold the highest international and regional protection standards, implement innovative solutions for refugees and other displaced people and end the plight of stateless persons throughout the region within a decade. These commitments have become, therefore, the basis of UNHCR’s advocacy strategy in the country, particularly its “Quality Asylum Programme”.

2. PURPOSE AND SCOPE OF ASSIGNMENT

The Quality Assurance Initiative (QAI) aims to evaluate and advance the quality and efficiency of national Refugee Status Determination (RSD) procedures and improve the functioning of national asylum systems so that they work more efficiently and fairly.

The QAI objective is to develop RSD capacity and continuously improve the degree to which the needs of applicants are met for a simple, quick and fair processing of their refugee protection applications.

The Quality Asylum Associate is responsible for supporting all activities related to the processing of refugee claims in the Operation. He/She will assist in compiling and analysing information related to the RSD activities of the Operation, and in drafting related correspondence and reports. The incumbent will refer to the UNHCR Manual and relevant policy papers concerning the protection of refugees and other persons of concern.

The Quality Asylum Associate will function under the direct supervision of the Head of the UNHCR’s Protection Unit (Protection Officer). Within this context, the incumbent is expected to:

- a) Support UNHCR in the implementation of QAI recommendations in Brazil, in particular by supporting the drafting of relevant resolutions and Guidelines on Procedures and Criteria for Determining Refugee Status.
- b) Conduct research, legal analysis and interpretation of the national and international legislation on issues related to the protection of refugees.
- c) Support the drafting of training materials and deliver training as required, in particular to eligibility officials and along the lines of QAI recommendations, but also to other Brazilian governmental agencies working with refugees and asylum seekers (migration, child protection and others).
- d) Work closely with Eligibility Officers promoting the use of a consistent framework of analysis to assess claims, the observation of UNHCR guidelines and, ensuring due and continuous follow-up to the implementation QAI recommendations
- e) Support activities to strengthen fair and efficient RSD procedures and RSD decision-making, providing assistance on proceedings of eligibility, loss/cessation of refugee status and family reunification cases.
- f) Regularly assess training needs of staff engaged in RSD and related activities and provide on-going training and coaching on legal and procedural RSD issues.
- g) Assist in developing and maintaining processes to ensure that persons of concern, Government authorities and partners have accurate information on the RSD procedures, including standards, policies and practice.
- h) Assist in monitoring RSD trends and in compiling and analysing RSD statistics related to RSD case processing.
- i) Conduct research, legal analysis and interpretation of the national and international legislation on issues related to refugee status determination, including Country of Origin Information research and preparation for the decision-making meetings.
- j) Support efforts related to the management and RSD procedures of current backlog of asylum cases, and support strategies to avoid new backlog.
- l) Contribute to initiatives to enhance national RSD capacities.
- m) Conduct other support activities, as defined and required by UNHCR.

3. MONITORING AND PROGRESS CONTROLS

- The RSD capacity of Government authorities and legal partners is progressively improved.
- Improved quality of first instance and appeal decisions. Measured by the fairness and efficiency of decision report in accordance with recommendations of Quality Asylum Initiative (QAI) Reports.
- Improved quality of interviews undertaken by eligibility officers. Measured by the fairness and efficiency of final interview in accordance with recommendations of QAI Reports.
- Number and quality of training and coaching activities provided.
- Reports on activities and progress presented.
- Draft resolutions submitted for discussion.

4. ESSENTIAL MINIMUM QUALIFICATIONS AND PROFESSIONAL EXPERIENCE REQUIRED:

- University degree in Law, International Relations, or other related fields.

- At least 2 years of relevant work experience in refugee law and refugee status determination procedures.

5. KEY COMPETENCIES

- Fluency in Portuguese and English (oral and written). Advanced Spanish and French knowledge is a strong asset.
 - Excellent computer skills (MS office, including Excel, Word and PowerPoint).
 - Flexibility and adaptability.
 - Excellent interpersonal skills. Demonstrated ability to work with others in a team environment.
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 - Experience in interviewing and counselling asylum seekers or refugees.
 - Experience in working with vulnerable or traumatized individuals.
 - Experience in supervising and in providing protection and RSD training or coaching, guidance or advice to staff, including UNHCR and government staff.
 - Master`s Degree will be considered a strong asset.
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All applications must be submitted in English. Application package include signed P.11 entry form (NAME – P.11) and motivation letter (NAME – Motivation Letter).

Complete application package must be sent to brabrhr@unhcr.org by 24 July 2017, with the subject line “Quality Asylum Associate”.

Applications that do not meet the above specifications will be automatically disqualified.

Kindly note that UNHCR-Brazil does not issue receipt of applications - only shortlisted candidates will be contacted for the next phases of the selection process.