



United Nations High Commissioner for Refugees (UNHCR)

Internal / External Vacancy Announcement

Vacancy Notice No. 20/LIM/02

Title of Post	Senior Community-Based Protection Assistant	Category/Grade	LICA – 5
Post Number	Not applicable	Reporting Date	2 March 2020
Type of Contract	UNOPS - Local Individual Contractor Agreement (Initial contract – 6 months)	Date of Issue	17 January 2020
Location	Lima, Peru	Closing Date	31 January 2020

Organizational Context

The Senior Community-Based Protection Assistant is a member of the Protection Unit and may report to the Community-Based Protection Officer, or another more senior staff member 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 Senior Community-Based Protection Assistant works directly with communities of concern to identify the risks they face and to leverage their capacities to protect themselves, their families and communities. The incumbent 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 Senior 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.

Duties

- Assist functional units, the Multi-Functional Team (MFT) and senior management to integrate participatory and community-based approaches in the overall protection strategy.
- 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.
- Assist in initiatives with host communities to involve national civil society groups in the protection of PoC.
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 the analysis that identifies the capacities of communities of concern and risks they face.
- Support participatory assessments by multifunctional teams and ongoing consultation with PoC.
- Support efforts to build the office capacity for community-based protection.
- 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.
- Initiate AGD sensitive interventions at the appropriate level on community-based protection issues and to respond to protection concerns and incidents within the office and with persons and communities of concern based on agreed parameters.
- 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.
- Perform other related duties as required.

Minimum Qualifications

- Completion of the Secondary Education with post-secondary training in International development, International social work, Anthropology, Cultural studies, Social science, International Law, Human rights and Political Science.

Experience

- Minimum 5 years of previous relevant job experience.
- Desirable: UNHCR learning programmes (PLP) and knowledge of MSRP.

Functional skills

- *IT-MS Office Applications
- *IT-Computer Literacy
- IT-Enterprise Resource Planning (ERP)
- UN-UN/UNHCR Administrative Rules, Regulations and Procedures
- UN-UN/UNHCR Financial Rules and Regulations and Procedures
- PR-Community-based Protection
- PR-Community-based Protection - Principles and methodologies
- CL-Multi-stakeholder Communications with Partners, Government & Community

Language Requirements

- Knowledge of English and/or UN working language of the duty station if not English.

Competency requirements

Core Competencies:

- Accountability
- Communication
- Organizational Awareness
- Teamwork & Collaboration
- Commitment to Continuous Learning
- Client & Result Orientation

Cross-Functional Competencies:

- Stakeholder Management
- Planning and Organizing
- Political Awareness

[Submission of Applications](#)

This vacancy is open for qualified Peruvians only. Female candidates are encouraged to apply

IMPORTANT

Interested candidates for this vacancy must submit a Personal History Form (PHF) duly sign and its supplementary pages (if applicable), download by clicking on the followings links:
<http://www.unhcr.org/recruit/p11new.doc> <https://www.unhcr.org/recruit/unhcr-phf-sup.docm>

All documents must be in PDF format.
File name should include the candidate's last name.

Written test may be administered.

All candidates should submit their application via e-mail to admin.peru@unhcr.org

Please quote the following Reference in the subject line and in your motivation letter: **Snr Comm-Based Prot Asst_2020**

Applications received after the closing date will not be considered.

- Only those candidates that are short-listed for interviews and tests will be contacted.
- Please no phone calls. All queries should be done by e-mail.

