

**UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES (UNHCR)
EXTERNAL VACANCY ANNOUNCEMENT
Vacancy Notice No. HONFO-009**

Title of Post	Senior Community-Based Protection Assistant	Category/grade	Equivalent to G5
Location	Ocotepeque, Honduras	Type of contract	LICA UNOPS
Effective date of assignment	15 February 2021	Date of Issue	06 January 2021
Closing Date	15 January 2021		

Operational Context:

The Senior Community-Based Protection Assistant 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.

The situation of violence in the Honduras caused by gangs, organized crime and human rights violations has different manifestations and affects many segments of the population in the region. Honduras has seen increasing patterns of forced displacement provoked by transnational organized criminal groups or by other situations of violence (i.e. forced recruitment, persecution and extortion by criminal gangs). The Government of Honduras, with the support of UNHCR has recognized this phenomenon of internal displacement, with a updated profiling study which puts the number of displaced persons at 247,090 between 2004-2018. In addition, as of December 2019 there were almost 92,392 Hondurans refugees and asylum seekers who have fled the country and requested international protection, and a record of 109,185 deported from Mexico and the United States of America.

Bordering El Salvador and Guatemala, the Ocotepeque Department in Honduras is a transit area for mixed movements of refugees and migrants were the vast majority intend to reach Mexico or the United States of America, either in smaller groups or, occasionally, in so called mass movements or “caravans”. UNHCR has been responding to the situation through local, national and regional partners and is now further scaling up its direct presence in Ocotepeque. Being a rural area, forced displacement from Ocotepeque is not prevalent although a limited number of cases have been reported as well as individual cases from El Salvador seeking refuge in Ocotepeque without formally applying for asylum. UNHCR and its partners are supporting Persons of Concern by implementing multi-sectorial activities including information gathering and analysis, provision of shelter and basic needs through partner Casa de Migrante, establishment of referral pathways for the most vulnerable and border monitoring activities. Coordination of the response is being undertaken with a broad range of stakeholders, not least with the local municipalities of the area and national entities at the border points as well as with the regional partner SG-SICA. CwC and community outreach with the various communities residing along the border areas is seen as an important continuation of the activities in order to establish community plans that supports the identification of persons with protection needs and coordination of response.

Functional Statement:

Purpose and Scope

The Senior Community-Based Protection Assistant 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.

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.
- Assist in border monitoring activities and community engagement in border areas in coordination with counterparts and local communities. Support with CwC activities, information dissemination and protection/referral pathways with the local communities.
- Enforce compliance of implementing partners with global protection policies and standards of professional integrity in the delivery of protection services.
- Assist in the engagement and active coordination with local government entities and the civil society in the assigned working area.
- Perform other related duties as required.

Authority

- The Senior Community-Based Protection Assistant is a member of the Protection Unit and may report to the Protection Officer, Community-Based Protection Officer, or another more senior staff member in the Protection Unit.

Monitoring and Progress Control

All UNHCR staff members are accountable to perform their duties as reflected in their job description. They do so within their delegated authorities, in line with the regulatory framework of UNHCR which includes the UN Charter, UN Staff Regulations and Rules, UNHCR Policies and Administrative Instructions as well as relevant accountability frameworks. In addition, staff members are required to discharge their responsibilities in a manner consistent with the core, functional, cross-functional and managerial competencies and UNHCR's core values of professionalism, integrity and respect for diversity.

- One detailed individual work plan is drafted and approved by the supervisor.
- In line with the overarching CBP work plan for Ocoatepeque, at least 3 weekly coordination meetings with key stakeholders and local communities are prepared and conducted to develop the local protection plans for the communities and enhance the local municipality response capacity regarding protection issues.
- Presentation of weekly results from the monitoring of approved projects against the established indicators and milestones.
- Carry out at least 1 weekly consultation with PoC and partners and compile the results.
- Assist with the delivery of 4 trainings to local partners on protection, CwC tools, AAP, CBP.
- Deliver 1 draft protection community plan containing the design, monitoring and evaluation to be reviewed by supervisor.

- Conduct weekly border monitoring, ensuring alignment and involvement of local communities and partners.
- Produce weekly draft reports on the key results and compiling of statistics.

Essential Minimum Qualifications and Experience:

- Complete secondary education preferably with a Technical or University Degree in Political or Social Sciences, International Relations, Law, Economics, Human Rights, Community Development/Social work or other relevant.
- 2 years of relevant professional experience;
- Fluency in Spanish and working knowledge of English.

Desirable Qualifications & Competencies:

- Experience in social work or working with protection related issues required.
- Experience with UNHCR or the UN system desirable.

Required Competencies:

Core Competencies

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

Cross-Functional Competencies

- Analytical Thinking
- Political Awareness
- Stakeholder Management

Eligibility:

Candidates must meet the essential minimum requirements of the position and candidates not citizens of the country must comply with all eligibility requirements for employment in line with the prevailing legislative prerequisites in the country.¹

Remuneration:

A competitive compensation and benefits package is offered. A competitive compensation and benefits package is offered. Please visit: <https://jobs.unops.org/salarycalculator#/GsSalary>

Submission of Applications:

If you wish to be considered for this vacancy, please submit your **letter of motivation, signed Personal History Form by e-mail clearly stating the position title, vacancy notice number and your Last Name in the subject line to: hontevacancies@unhcr.org by the closing date 15 January 2021**

The Personal History Form and its supplementary sheet are available at:

<https://www.unhcr.org/how-to-apply.html?query=personal%20history%20form>

No late applications will be accepted. Only shortlisted candidates will be contacted. Shortlisted candidates may be required to sit for a written test and/or oral interview. UNHCR does not charge a fee at any stage of the recruitment process (application, interview, processing or any other fees).

UNHCR strongly encourages qualified female applicants for this position. UNHCR seeks to ensure that male and female employees are given equal career opportunities. UNHCR is committed to achieving workforce diversity in terms of gender, nationality and culture. All applications will be treated with the strictest confidentiality.

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¹ Completed and relevant university education can count as maximum 50% of the required years of work experience.