UNHCR, the UN Refugee Agency, is hiring an individual consultant in UNHCR Brazil. UNHCR is a global organization dedicated to saving lives, protecting rights and building a better future for refugees, forcibly displaced communities and stateless people. Every year, millions of men, women and children are forced to flee their homes to escape conflict and persecution. We are in over 125 countries, using our expertise to protect and care for millions.

**Title of Project:** Challenges and Opportunities in the Process of Revalidation and Recognition of Diplomas in Brazil.

**Contract:** Individual Consultancy  
**Duty Station:** Remote work, with in-person meetings and missions as needed and complying with health restrictions related to COVID-19.  
**Closing date of applications:** 06 September 2022  
**Planned Start date:** October 2022  
**Duration:** 03 months  
**From:** 01 October 2022 **To:** 31 December 2022
General background of the project

In 2003, UNHCR initiated an academic dissemination and training program in Latin America to strengthen the learning of university professors and students in the fields of International Refugee Law, International Human Rights Law and International Humanitarian Law. The project initiative was named “Sérgio Vieira de Mello Academic Chair” in honor of Sérgio Vieira de Mello, a Brazilian who died in Iraq in 2003 in an attack to the UN headquarters in that country, after spending a large part of his professional career in the United Nations working with refugees as a UNHCR employee.

Over the past 18 years, the Sérgio Vieira de Mello Academic Chair has proven to be a key actor in ensuring that refugees and asylum seekers have access to rights and services in Brazil, being motivated by the strengthening of the inclusive approach, protective education and applied research to consolidate the reception of refugees in the university environment and host communities. The Chair's engagement is thus multifaceted and aligned with the society-wide approach that underlies the Global Compact on Refugees. The SVMAC is currently composed of 35 higher education institutions distributed across 13 Federative Units in the country and its initiatives generally fall under one of the following four pillars:

**Teaching, Including Access to Higher Education** - The Sérgio Vieira de Mello Academic Chair promotes the dissemination of issues related to forced displacement of people, primarily promoting the teaching of International Refugee Law, International Humanitarian Law, and International Human Rights Law. This axis is the basis for the creation of the Chair, and it is through teaching that academic training and the strengthening of the knowledge of teachers and students in the aforementioned disciplines take place. Furthermore, the Chair also promotes through this axis the access of refugees and asylum seekers to higher education, supporting this population not only with specific admission notices and university permanence programs, but also offering support with the revalidation of diplomas.

**Research** - This axis of the Sérgio Vieira de Mello Academic Chair is focused on research, encouraging the dissemination of themes related to the protection of refugees and their local integration in Brazil. The Chair promotes the theme of international protection through curricular and extracurricular activities, including public conferences, academic seminars, and academic publications. SVMAC has been able to generate quantitative and qualitative data and provide a greater understanding of the sociocultural dynamics that impact local integration, in the formulation of public policies aimed at this population, providing greater visibility on the topic of refugee protection for the academic community, civil society, the private sector and host community.

**Outreach and Community Services** - University outreach is understood as the interdisciplinary process that promotes sharing, with the external public, the knowledge acquired through teaching and research developed at the university. It can be defined by the articulation of scientific knowledge, acquired in the academic environment, with the needs of the community in which the university is inserted, interacting and transforming social reality. This process has a direct impact on the lives of refugees, and through it the Sérgio Vieira de Mello Academic Chair ensures a network of support and assistance and promotes greater local integration and peaceful coexistence with host communities. Among the university extension projects developed by the SVMAC for the benefit of the refugee population, those relating to health services in general, and mental health and psychosocial support, teaching the Portuguese language, legal assistance and labor integration stand out.
Advocacy and Formulation of Public Policies - Universities also advocate strengthening the response of governments and the influence of authorities, non-governmental partners and society at large in adopting practices that guarantee the protection of refugees at the municipal, state and/or national levels. Experience shows the potential to discuss not only the admission and revalidation of diplomas for refugees, but also various issues such as housing and working conditions, are paramount in current institutional activities.

Following the reports of the initiative, in 2022 UNHCR Brazil in partnership with the universities part of Sérgio Vieira de Mello Academic Chair decided to create four Working Groups based on the diagnostics made in 2021 at the Annual Seminars. The objective of the WG is to advance the work already done individually by the universities in key areas, such as: Public Policies, Access to Rights, Linguistic Support and Cultural Mediation, and Revalidation and Recognition of Diplomas and Academic Titles and Integration of Refugees in Education.

In order to help further the activities of the Working Group on Revalidation and Recognition of Diplomas and Academic Titles, it was assessed the necessity to better understand the current legal and practical issues regarding the subject and how to further the discussion. SVMAC has been engaged in establishing revalidation procedures that are sensitive to the specific situation of the refugee population. This also means taking into consideration issues linked to language barriers or the absence of documents proving their academic qualifications. Diploma revalidation allows refugees to find better employment opportunities and achieve self-sufficiency. In addition, by being able to pursue their life projects and educational/professional aspirations, refugees can actively contribute to the development of their host communities. Research by the World Bank in partnership with UNHCR has shown that the incidence of professional downgrading at work is higher for Venezuelans with high school and college degrees (96 percent and 91 percent, respectively) than for Brazilians with high school and college degrees (89 percent and 62 percent, respectively), and one of the main causes is the difficulty in revalidating diplomas.

In this sense, between 2021 and 2022, 123 diplomas of refugees, stateless persons, asylum seekers or migrants with humanitarian visas were revalidated by the HEIs that make up SVMAC. The universities with the highest number of revalidated diplomas this year were: UFF (43), UFMS (36), and UFPR (21). Besides, to help with the revalidation of diplomas, currently 15 HEIs associated to SVMAC have a specific program or norm on facilitating the revalidation of diplomas of refugees, stateless people, asylum seekers, or migrants with humanitarian visas.

Scope of assignment

Under the supervision of the of the Protection Unit and the Head of UNHCR São Paulo Field Office, the individual consultant will conduct research on existing plans and academic normative for the revalidation or recognition of diplomas and other academic titles of refugees and vulnerable migrants, including the current procedures in place in SVMAC universities and draft a report to serve as a reference document for members of Sérgio Vieira De Mello’s Academic Chair. In addition, the individual consultant will be responsible to organize a national event in Brasilia at a further date.

The report will be composed by three sections:
Section One – should cover the current scenario of Brazil in terms of describing universities’ procedures aimed at the revalidation or recognition of diplomas and other academic titles of refugee and vulnerable migrant population, including the numbers of diplomas already processes by members of Sérgio Vieira De Mello’s Academic Chair, main nationalities and courses. Following this introduction, it will present a repository of existing normative and practices for the revalidation or recognition of diplomas and other academic titles of refugee’s and vulnerable migrant’s diplomas in Brazil (both at the federal level and at the university level).

Section Two – a detailed guide to members of Sérgio Vieira De Mello’s Academic Chair and other public universities on the main challenges faced by staff members of the universities and people of concern to comply with already existing normative that might facilitate the revalidation of diplomas and other academic titles for the tailoring of normative and practices for these populations.

Section Three – detailed guide and orientation about the creation or reformulation of internal process, as well as suggested tools for its implementation, monitoring and evaluation, including model normative for universities and federal government on the subject.

The National event will happen in a later date, in December, to discuss the main findings of the report as well as to create a space to gather several stakeholders to discuss the state of the art of revalidation of diplomas and recognition of other academic titles at a national level. At this event, it is expected that members of the Sérgio Vieira de Mello Academic Chair, Ministry of Education, members of the Parliament, Civil Society Organizations and other interested stakeholders will be present.

Deliverables

The activities done by the Consultant will contribute with the following overall goal:

Deliverable 1 – Recommendation of methodology for the report
Due date: 2nd week of October 2022
Fee: R$ 10,000.00
- Recommend methodology for both sections of the report, which definition will be defined in coordination with UNHCR.

Deliverable 2 – Conduction of interviews, compilation of normative and good practices on revalidation or recognition of diplomas and other academic titles of refugee and vulnerable migrant population and submission of Section One Draft
Due date: 2nd week of November 2022
Fee: R$ 10,000.00
- Based on SVMAC Reports, compile an initial proposal of interviews with staff and professors from universities members of SVMAC that should provide inputs not only on the subject but also on goods practices for the report;
- Conduct further research to aggregate additional information on federal and state normative, and other legal instruments from universities on the subject;
- Conduct interviews with relevant actors at the university level, to detail good practices selected;
- Systematize the ensemble of public instruments identified according to the methodology set as Deliverable 1 and submit to UNHCR review;
- Submit Section One Draft to UNCHR review containing the “state of the art” of revalidation or recognition of diplomas and other academic titles of refugee and vulnerable migrant population.

Deliverable 3 – Writing and submission of Section Two and Three Draft and National Event
Due date: 2nd week of December 2022
Fee: R$ 10,000.00
Based on the findings discovered during the interviews, write a detailed guide to members of Sérgio Vieira De Mello’s Academic Chair and other public universities on how to overcome the main challenges faced by staff members of the universities and people of concern to comply with already existing normative that might facilitate the revalidation of diplomas and other academic titles including the tailoring of normative and good practices for the universities to better deal with these populations, as well as suggested tools for its implementation, monitoring and evaluation, according to the methodology set as Deliverable 1;
- Organize the national event, supervised by UNHCR and in accordance with the guideline established by the supervisors. Admin Unit from Field Office Sao Paulo will assist with the procedures regarding the expenses of the event.
- Submit Partial Report to UNHCR review.

Deliverable 4 –Final Report
Due date: 4th week of December 2022
Fee: R$ 10,000.00

Based on the discussions of the National Event and on the findings of Section One and Two, write a guide to stakeholders for the tailoring of revalidation or recognition of diplomas and other academic titles of refugee and vulnerable migrant population,
- In addition, write suggestions on how to better develop selected federal and state level normative;
- Submit to UNHCR the final version of the Revalidation of Diplomas Report.

Essential minimum qualifications and professional experience required

Qualification and experience required (degree required, years of work experience, field of expertise, language required):
- Graduation in relevant areas of study, such as Public Administration, Law, International Relations, Political Theory, among others. Postgraduate studies in related fields are desirable.
- Minimum of 3 years of experience in research, analysis or development of local public policies.
- Knowledge of policies related to the protection and local integration of refugees in Brazil.
- Proficiency in Portuguese, including excellence in grammar and writing. Practical knowledge of Spanish and English will be considered as an asset.

Competencies
- Excellent interpersonal skills.
- Excellent planning and prioritization skills.
- Excellent analytical and drafting skills.
- Excellent reporting skills.
- Experience as Individual Consultant for UN Agencies will be considered an asset.
- Specific work experience with refugee and migrant population, will be also considered as an asset.
Conditions

Payment: upon satisfactory completion of each deliverable.

To apply

Interested applicants should submit their Personal History Form (PHF) to brabrhr@unhcr.org indicating Individual Consultancy – Support in the Process of Revalidation and Recognition of Diplomas in Brazil in the subject of the email. Personal History Forms are available at PHF Form/Supplementary Sheet.

Application files must be named with the candidate’s first and last names.

No late applications will be accepted. Only shortlisted candidates will be contacted.

The UNHCR workforce consists of many diverse nationalities, cultures, languages and opinions. UNHCR seeks to sustain and strengthen this diversity to ensure equal opportunities as well as an inclusive working environment for its entire workforce. Applications are encouraged from all qualified candidates without distinction on grounds of race, colour, sex, national origin, age, religion, disability, sexual orientation and gender identity.

Please note that UNHCR does not charge a fee at any stage of its recruitment process (application, interview, meeting, travelling, processing, training or any other fees).