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| <h1>Advertisement</h1> |  |
| Junior Professional Officer | |
| <i>Associate Protection Officer</i> | |
| United Nations High Commissioner for Refugees | Closing date: 1 st November 2017 |
| I General information | |
| Title: | Associate Protection Officer (Job ID 14117) |
| Sector of Assignment: | Refugee Protection |
| Country: | Bangladesh |
| Location (City): | Cox`s Bazaar |
| Agency: | UNHCR |
| Duration of Assignment: | Initially one year with the possibility to extend up to 3 years |
| Grade: | P1 step 1 or P2 step 1 in the first year, depending on the level of education and relevant working experience |
| <p>Note: This post is opened in the context of the Junior Professional Officer (JPO) scheme sponsored by the Government of the Netherlands and is addressed exclusively to NATIONALS OF DEVELOPING COUNTRIES THAT APPEAR ON THE LIST OF THE FOLLOWING COUNTRIES ELIGIBLE FOR THE DUTCH JPO PROGRAMME:</p> <p>http://www.nedworcfoundation.nl/pdf/List%20of%20eligible%20developing%20countries%20-%202015.pdf</p> <p>For criteria see the website of Nedworc Foundation: http://www.nedworcfoundation.nl/Index.htm?hoofdpath=/NL/JPO/General%20Information.htm&hoofdhash</p> <p>Please read the criteria and FAQ section carefully before considering applying</p> <p>The incumbent will be requested to take up the position end of December 2017 the latest.</p> | |
| II Duties, responsibilities and Output Expectations | |
| General | |
| <p>UNHCR Bangladesh has identified the need of a gender equality international expert, JPO, in order to pursue and further strengthen the progress made thus far with a particular focus on prevention of and responses to SGBV as well as gender mainstreaming in all the activities of UNHCR and partners.</p> <p>UNHCR Sub-Office Cox's Bazar in the last 3 years developed a comprehensive strategy to increase gender equality in the camps, support more evidence-based and better quality response, empowerment of refugee women and strengthen the capacity of staff of UNHCR and its partners in analyzing gender inequalities in the refugee community, designing gender responsive interventions, and mainstreaming gender equality.</p> | |
| 1. Responsibility 1 analyzing gender inequalities in the refugee community | |
| Summary of duties and tasks | |

- Promote and support gender-responsive planning, implementation, monitoring, evaluation and reporting of programmes/projects in UNHCR.
- Perform regular analysis of gender equality and women empowerment issues in the refugee camps, and a comprehensive mapping of existing processes and activities intended to address these issues.
- Support to build on existing refugee women groups capacities.
- Ensure capacity building of all stakeholders to increase awareness about gender equality and women empowerment
- Guide the development, implementation and monitoring of capacity building that will strengthen women’s capacities to participate in improving their situation and having a voice in decision-making, including interventions aimed to create a more enabling environment as well as to build individual or group awareness, skills and knowledge.

2. Responsibility 2: designing gender responsive interventions

Summary of duties and tasks

- Implement designed activities and strategies to increase the economic empowerment of female refugees, and ensure that all activities include education on women’s rights and life skills (such as reproductive health and rights).
- Provide practical guidance and tools on ways to systematically engage men and boys in the promotion of gender equality and in taking an active role in enhancing the protection environment for women and girls.
- Promote and implement activities designed to facilitate outreach to young females and males, to increase awareness of child marriage and adolescent pregnancies, with a strong focus on activities that target young women who face restrictions on their movement.
- Design and facilitate capacity building activities for staff and partners which should include gender equality concepts, engendering information and analysis, good practices for working with and supporting women refugees, and integrating gender equality issues in strategic planning, design and programming.
- Ensure throughout all activities, a participatory process that involves the refugee community, and UNHCR staff and partners.

3. Responsibility 3: mainstreaming gender equality.

Summary of duties and expected output

- Advocate for effective gender mainstreaming in all UNHCR initiatives and provide technical support at the office on gender issues.
- Promote the broader capacity strengthening of all stakeholders on gender equality and women’s empowerment and in relation to their gender-responsive implementation and monitoring of related activities.

III Training component: Learning elements and expectations

Upon completion of the assignment the JPO will have/ will be able to:

- The incumbent will gain a comprehensive understanding and knowledge of gender equality and women empowerment issues in refugee camp context, including a thorough understanding of UNHCR’s protection mandate, standards and procedures. S/he will strengthen gender analytical skills, as well as will gain a solid understanding and experiences in gender-responsive planning, implementation, monitoring and evaluation of UNHCR projects.

The JPO training programme includes the following learning elements:

- The incumbent will have to occasionally design or facilitate the delivery of internal training/capacity building activities organized by UNHCR. S/he will have access to apply to learning programmes organized by UNHCR’s Global Learning Centre, including Age, Gender and Diversity approach.

- The JPO position includes a Duty travel and training allowance (DTTA) of \$ 4.000 per year which may be used for learning activities related to the assignment and career development.

IV Supervision

Title of supervisor: *Protection Officer, P3*

Content and methodology of supervision

The JPO will be under the direct supervision of the manager indicated under ‘Supervisor title and position number’. The supervisor will be responsible for the performance evaluation of the JPO. The manager will also ensure that the JPO is provided a thorough induction and orientation briefing, followed by on-the-job training as well as continuous guidance for training/learning opportunities throughout the assignment. In support to the manager, the JPO Unit provides the Supervisory Guidelines upon recruitment/reassignment of the JPO.

V Required Qualifications and Experience

Education:

Master degree or equivalent.

A first-level university degree (Bachelor’s degree or equivalent) in combination with qualifying experience (at least 3 years of relevant working experience) may be accepted in lieu of an advanced university degree

Sociology, Anthropology, Gender and Women’s Studies, Social Work, Community Development, Political Science, International Relations, International Law, Human Rights, International Development, or related fields.

Part of the candidates' academic training must have taken place in a developing country that appears on the following list of eligible countries of the Dutch JPO Programme.

<http://www.nedworcfoundation.nl/pdf/List%20of%20eligible%20developing%20countries%20-%202015.pdf>

Working experience :

Minimum 2 and maximum 4 years of relevant professional experience, including internships and voluntary work, preferably in the area of gender equality and refugee protection.

For candidates with a Bachelor, the minimum requirement is 3 years of experience.

Languages : *English*

Key competencies

- Innovation and Creativity
- Planning and Organizing
- Analytical Thinking
- Judgement and Decision Making

VI Background information on Agency/Department/Section

In Bangladesh, UNHCR provides protection and essential services for around 30,000 registered refugees from Myanmar in two refugees camps in Cox’s Bazar region. One of the principal protection issues in the camp is the lack of safety for women, combined with low rates of participation by women in decision making and few opportunities for economic engagement. An existing conservative culture among the refugee population coupled with years of frustration and hopelessness in this protracted refugee situation have contributed to sexual and gender based violence prevalence of which is believed to be notably high. Furthermore, the recent influx of refugee fleeing from violence in Myanmar in October 2016, is also believed to include a substantial number of rape survivors with trauma or female-headed households living in/outside the camps. It is imperative to ensure that response and preventive systems and appropriate assistances are in place to address the urgent needs of the SGBV survivors, responses are coordinated among

agencies and the mainstreaming of gender is further strengthened across UNHCR and partners' activities.

<http://reporting.unhcr.org/node/2539>

VII Information on living conditions at Duty Station

Staff is allowed to reside in only UNDSS cleared accommodations. UNDSS cleared apartments in Kladoly road and the surrounding. Also staff can rent flats in buildings that have security guards system. Generally, the housing condition in Cox's Bazar is reasonable. The furniture is simple. AC and heating system are available. The rent is reasonable as well compare with living in a hotel for long time. Limited medical facilities are available, which are not up to the international standard. Limited facilities are available, which are not up to the international standard. Cox's Bazar is a D duty station, and has three-month R&R cycles. As a result of the increasingly precarious security situation in Dhaka in the recent 18 months, as of August 2016, UNCT has agreed to temporarily change the R&R destination to Bangkok, pending the completion of the formal review process at UN HQs.

VIII How to apply

Applications must be sent through UNHCR's website not later than 1st November 2017 Midnight

Access www.unhcr.org website and click on "Career" link at the upper right corner, then on "International Vacancies". Vacancies can searched with "JPO" keyword.

Or apply through the 'careers site' on the UNHCR JPO page

<http://www.unhcr.org/junior-professional-officer-programme.html>

Applicants will receive acknowledgement of receipt of their submission.

For general information on the JPO Programme please consult UNHCR webpage:

<http://www.unhcr.org/junior-professional-officer-programme.html>

For information on the application procedure you can contact UNHCR at fiedler@unhcr.org.

General questions on the results of an application will not be answered, as only shortlisted candidates will be contacted.