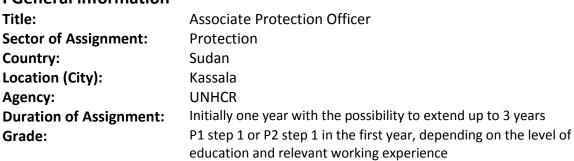# Advertisement

Junior Professional Officer
Associate Protection Officer
UNHCR

*Closing Date:
30 April 2012*

I General information

Title: Associate Protection Officer
Sector of Assignment: Protection
Country: Sudan
Location (City):   Kassala
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

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 **people with the Dutch nationality.** For criteria see the website of the Dutch Ministry of Foreign Affairs:
http://www.minbuza.nl/en/key-topics/development-cooperation/associate-experts-programme

II Duties, responsibilities and Output Expectations
General
- Monitor the situation of persons of concern in the field through regular visits to the camps and urban settlements;
- Identify protection concerns and make proposals for how these can be efficiently addressed;
- Conduct field assessments to evaluate refugees' access to services;
- Monitor the RSD procedures carried out by the national authorities;
- Conduct UNHCR mandate RSD interviews;
- Support current Child Protection Systems;
- Coordinate protection interventions in cases of gender based violence;
- Coordinate and monitor the activities of implementing partners;
- Interact with local authorities, refugee leaders, other UN agencies as well as international and national NGOs;
- Advocate for the full respect of the Human Rights of UNHCR's persons of concern and intervene with authorities in the case of violations.
- Develop, organize and conduct protection trainings for local authorities, implementing partners and other UN organizations;
- Contribute to the planning, programming and reporting of the protection unit;
- Supervise junior international as well local protection staff;
- Any other duties as required.

III Training component: Learning elements and expectations
The JPO training programme includes the following learning elements
The Associate Protection Officer will benefit from on the job training. During the initial training phase of his/her assignment, the Associate Protection Officer will be tasked with assisting senior colleagues. Over time, the JPO will receive increased responsibilities until he/she is able to

independently manage his/her portfolio and supervise one or several local staff members of the Protection Unit. He/she will also have the possibility to participate in available and relevant training courses (e.g. Arabic language courses and the UNHCR Protection Learning Programme).

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

Through daily contact with refugees and IDPs as well as implementing partners, government institutions and other UN agencies, the JPO will gain first hand work experience in a complex UNHCR operation. The Associate Protection Officer will in particular learn how to identify and address protection concerns, establish and maintain good working relations with local authorities and implementing partners, as well as prioritize work in a challenging field environment.

IV Supervision

Title of supervisor: Senior Protection Officer

Content and methodology of supervision

The JPO will work under the direct supervision of the Senior Protection Officer. The supervision will consist of regular discussions and feed-back from the supervisor and other senior international staff members whom the Associate Protection Officer will closely be working with. After an initial training period, the Associate Protection Officer is expected to effectively manage his/her portfolio and supervise one or several local staff members.

V Required Qualifications and Experience

Education:

Master degree or equivalent University degree preferably in Law, International Law, Human Rights Law. Degree in Political Science, International Relations, Refugee studies or similar degree also considered. Bachelor degree accepted with a minimum of 3 years of work experience.

Working experience :

Preferably 2 to maximal 4 years relevant working experience, including internships and voluntary work, in humanitarian affairs, preferably with refugees/IDPs in the field.

Languages :

Required: Proficiency in English. Excellent drafting skills

Desirable: Knowledge of Arabic would be of advantage. However, the JPO will be able to acquire basic knowledge of Arabic through language courses provided by the office.

Key competencies
- Computer literacy
- Excellent communication and negotiation skills
- Diplomatic sensitivity
- Protection Refugees and other Persons of Concern at field level;
- Establishing Eligibility for Refugee Status;
- Promoting refugee law/protection principles;
- Providing Protection Information;
- Accountability;
- Teamwork & Collaboration;
- Communication;
- Commitment to Continuous Learning;
- Organizational Awareness.

VI Background information on Agency/Department/Section

UNHCR Sub-Office Kassala covers Eastern Sudan which includes Kassala, Gedaref, Red Sea, Jezira and Sinnar States. The office deals with the full spectrum of UNHCR's mandate: A protracted refugee situation, new-arrivals, refugees in camps as well as urban settings, mixed-migration and IDPs.

As a result of the long lasting conflict between Ethiopia and Eritrea, Eastern Sudan has been hosting Ethiopian and Eritrean refugees since 1967. Presently, there are 12 refugee camps in the Eastern States of Sudan hosting approximately 68.000 refugees, mainly from Eritrea, but also from Ethiopia and Somalia. UNHCR supports the government of Sudan in the provision of assistance to refuges in the camps. In addition, approximately 35.000 refugees have settled in urban areas. UNHCR seeks to find durable solutions for the protracted caseload by enhancing the refugees' self-reliance prospects and advocating for their full integration in Sudan, including the granting of nationality.

In addition, approximately 2.000 persons seek asylum in Eastern Sudan per month, however, only a small percentage of them remain in Eastern Sudan. Most of them move on and try to make their way to Europe or the Middle East. Kassala can therefore be considered as one of the major transit points for migrants on their way to Europe and the Middle East. On their way in, through and out of Sudan, migrants are frequently exposed to kidnapping, extortion and sexual violence by smugglers. Ensuring adequate legal and physical protection of refugees and persons of concern therefore forms part of the daily challenges of the office.

VII Information on living conditions at Duty Station

Kassala is a non-family duty station with the hardship category "E", mainly due to its remoteness and low level of basic facilities. Although Kassala is in security phase II, the situation is calm and stable. The level of crime is very low. Health facilities are basic and rudimentary. There is a UN designated physician in Gedaref town, 150 kilometers away from Kassala. For dental and other key medical treatment most staff (local and international) travel to Khartoum. There are pharmacies which stock most drugs, but the quality of the drugs is low as they are generic brands. The water supplies in certain parts of the town are unreliable, most houses store water in water tanks. Sanitation is poor with little or no organized garbage collection system in place. Staff rent their houses and apartments from private landlords. The rent ranges from USD 350 to USD 1000. Most of the houses have air conditioning or water cooling systems. The weather is very hot and dry with temperatures reaching 45 degrees Celsius in the summer. Electricity supply from the national grid is not very reliable with power outages of up to 5 hours in the summer. Travel between Khartoum and Kassala is facilitated by a shuttle service provided by the Office on two days per week in each direction. Staff regularly use public buses if they wish to travel on different days. Most food items are available in the local market. Kassala is known for its excellent fruit and vegetable market.

VIII How to apply

Please apply on line on UNHCR website at: http://www.unhcr.org/pages/4bc476d36.html
Closing date: 30th April 2012
Applicants will receive acknowledgement of receipt of their submission
Only shortlisted candidates will be contacted.