

Vacancy announcement

UN JPO Programme

JPO in Protection of Civilians



*United Nations Secretariat, Departments of Peacekeeping Operations and Field Support, Division for Policy, Evaluation and Training, Policy and Best Practice Service (DPET/DPKO)
New York*

**Closing date
1 July 2018**

Vacancy Announcement 18P024

I General information

Title:	Associate Protection Officer
Sector of Assignment:	Political Affairs
Country:	United States
Location (City):	New York
Agency:	United Nations Secretariat, Departments of Peacekeeping Operations and Field Support, Division for Policy, Evaluation and Training, Policy and Best Practice Service (DPET/DPKO)
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 candidates from developing Countries (i.e. least developed countries).**

Candidates **MUST BE NATIONALS OF DEVELOPING COUNTRIES THAT APPEAR ON THE LIST OF THE FOLLOWING ELIGIBLE COUNTRIES FOR THE DUTCH JPO PROGRAMME:**

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

For general information on the Dutch JPO Programme and additional conditions see the website of the Dutch Nedworc Foundation:

<http://www.nedworfoundation.nl/Index.htm?hoofdpath=/NL/JPO/General%20Information.htm&hoofdhash>

The selected candidate is expected to start the assignment in **September 2018** after undertaking an induction course at the United Nations System Staff College (UNSCC) in Turin.

II Duties, responsibilities and Output Expectations

General: To support the work of DPET office in New York

The incumbent will be expected to examine and assist in improving the implementation of Protection of Civilians (POC) mandates in UN peacekeeping operations.

More specifically, the incumbent is expected to assume the following duties and responsibilities:

1. Contribute to the development of policy and guidance on POC and conduct research on gaps in POC policy and guidance;
2. Contribute to the consultation and drafting of policy and guidance on POC;
3. Contribute to POC lessons learned exercises through research, analysis, and liaison with missions, potentially including required travel to mission areas; and assist missions in developing comprehensive POC strategies;
4. Identify areas where additional work on POC would be beneficial to the effective implementation of POC mandates and develop research projects where appropriate; Supporting coordination at headquarters within DPKO and with external partners
5. Contribute to the coordination with other thematic peacekeeping mandates, including Child Protection and Conflict-related Sexual Violence;
6. Work closely with other protection actors, including member states and other stakeholders within headquarters and the field, to ensure a common understanding of POC and the application of the relevant tools to assist in POC implementation;
7. Contribute to the dissemination of knowledge of the protection of civilians in peacekeeping in headquarters and field missions
8. Provide specialist inputs on POC into cross-cutting guidance, training and planning materials;
9. Support missions to develop POC strategies and develop POC policies sharing and communities of practice;
10. Contribute to and provide analysis of ongoing POC policy debates;
11. Perform other duties as required.

III Training component: Learning elements and expectations

On completion of the assignment, the JPO will be able to:

- Understand current issues and challenges affecting UN peace operations and protection of civilians' mandates
- Design and facilitate policy development activities (i.e. workshops, meetings with external partners)
- Use DPKO/DFS tools to capture and share knowledge
- Analyze field practice reports and identify recommendations
- Contribute to policy development

The AE/JPO training programme includes the following learning elements:

- Possibility to participate in the orientation programme for Junior Professional Officers in Turin scheduled to take place in September 2018.
- On-arrival briefing for JPO in New York;
- Possibility to participate in the Organization's learning and development programmes for staff at all levels. Programmes are aimed at developing core values, core and managerial competencies and promoting a shared organizational culture and values.
- The JPO position includes a Duty travel and training allowance (DTTA) of \$4000 per year which may be used for learning activities related to the assignment and career development.

IV Supervision

Title of supervisor:

Protection of Civilians Team Leader

Content and methodology of supervision:

(1) Induction to the position by supervisor and colleagues in the office; (2) development of work plan, including travel and training, with incumbent, based on his/her background and expertise; and (3) regular evaluation of progress made and areas of improvement. Supervision of work will be overseen by Head/Deputy Head of the office; guidance to be given by colleagues in the office.

Evaluation: The United Nations Performance Evaluation System (e-performance) will serve as a primary platform to evaluate of the Associate Expert's performance.

V Required Qualifications and Experience

Education:

Completed advanced university degree (Master's Degree) in political and/or social science, international relations, public administration, law, economics, engineering, earth sciences or related fields. A first level university degree with a relevant combination of academic qualifications and experience may be accepted in lieu of the advanced university degree.

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.nedworfoundation.nl/pdf/List%20of%20eligible%20developing%20countries%20-%202015.pdf>

Working experience (incl. internships and volunteering):

A minimum of 2 years and a maximum of 4 years of working experience in an area related to peacekeeping, human rights, humanitarian action, or international relations, either in an international, governmental or non-governmental organization. Field-based experience in a post-conflict country is desirable.

Languages:

Excellent spoken and written English required. Knowledge of French is an asset.

Other skills:

Proven abilities in information analysis and strong English drafting abilities. Knowledge of international agencies' operations related to peace-keeping operations and familiarity with the UN system. Able to travel and live in complex environment. Ability to work with limited supervision and under stressful conditions.

UN competencies:

Professionalism - Advanced knowledge of the use of information management to improve the delivery of humanitarian assistance; ability to analyze and articulate the information management requirements of complex situations requiring a coordinated UN response; demonstrated problem-solving skills and ability to sue sound judgment to ensure the effective and timely completion of complex tasks; ability to work under extreme pressure, on occasion in a highly stressful environment (e.g. civil strife, natural disasters and human misery); very good knowledge of institutional mandates, politics and guidelines pertaining to humanitarian affairs and sound knowledge of the institutions of the UN system;

Teamwork - Excellent interpersonal skills, including ability to operate effectively across organizational boundaries; ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

Communication - Speaks and writes clearly and effectively; Listens to others, correctly interprets messages from others and responds appropriately; Asks questions to clarify, and exhibits interest in having two-way communication; Tailors language, tone, style and format to match audience; Demonstrates openness in sharing information and keeping people informed.

VI Background information on Agency/Department/Section

There are currently eight peacekeeping operations with Protection of Civilians (POC) mandates. However, there are still challenges to the effective implementation of POC mandates as well as the need to respond to new and complex contexts through development tools, training, and guidance.

Within DPKO/DFS, the protection of civilians file is currently managed by the Protection of Civilians Team in the Policy and Best Practices Section of the Division for Policy, Evaluation and Training (DPET) which currently has one P4 and two P3 staff members.

The POC Team supports the coordination of all DPKO and DFS activities related to POC and assists field missions in implementing their POC mandates consistently and effectively. Specifically, the Team provides coordination, policy and planning support on POC, particularly on mission strategic and operational policy and planning processes. It coordinates the identification of lessons learned and best practices; leads or supports the development of guidance and training materials; provides induction briefings to and supports field senior leadership in developing and reviewing comprehensive POC strategies for their missions; promotes cross-mission learning; and supports DPKO and DFS on POC issues as appropriate through representation, provision of talking points, background material, and other information required to engage key stakeholders.

VII How to apply

To apply please go to <https://www.un.org/development/desa/jpo/jpo-vacancies/>

Applications must be received no later than COB **1 July 2018**.

Applications received after this date will not be considered. Applicants will receive a confirmation of receipt.

Only short-listed candidates will be contacted thereafter for further assessment.

Evaluation of qualified candidates may include a written assessment exercise followed by competency-based interviews.