


<h1>Advertisement</h1>		
Junior Professional Officer		
Associate Protection Officer (Child)		
UNHCR	Closing date: 24 <sup>th</sup> March 2019	
<b>I General information</b>		
<b>Title:</b>	Associate Protection Officer (Child)	
<b>Sector of Assignment:</b>	Refugee Protection	
<b>Country:</b>	Djibouti	
<b>Location (City):</b>	Ali Sabieh	
<b>Agency:</b>	UNHCR	
<b>Duration of Assignment:</b>	Initially one year with the possibility to extend the contract up to a maximum of 3 years. A reassignment to another operation will take place after 2 years.	
<b>Grade:</b>	P2 step 1 in the first year, or P1 step 1, depending on the level of education and relevant working experience.	
<p><b>Note:</b> 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 <b>NATIONALS OF DEVELOPING COUNTRIES THAT APPEAR ON THE LIST OF THE FOLLOWING COUNTRIES ELIGIBLE FOR THE DUTCH JPO PROGRAMME:</b></p> <p><a href="http://www.nedworcfoundation.nl/pdf/List%20of%20eligible%20countries%20%20November%202018.pdf">http://www.nedworcfoundation.nl/pdf/List%20of%20eligible%20countries%20%20November%202018.pdf</a></p> <p><b>IMPORTANT NOTE: Nationals of Djibouti, which is the country of assignment, are not eligible.</b></p> <p>For criteria see the website of Nedworc Foundation:  <a href="http://www.nedworcfoundation.nl/NL/JPO/General%20Information.htm">http://www.nedworcfoundation.nl/NL/JPO/General%20Information.htm</a></p> <p>Please read the criteria and FAQ section carefully before considering applying</p>		
<b>II Duties</b>		
<b>General</b>		
<p>The incumbent will be part of the protection team and report to the protection officer based in Djibouti. The protection team is small and comprised of one protection associate, one sr protection assistant, one sr registration associate, one associate protection officer and the protection officer. The child protection officer will work very closely together with the following partners: ICAN, (child protection); LWF (community services); UNFD (SGBV); ONARS (the government counterpart); MENFOP (Ministry of Education, education partner) and UNICEF. UNHCR signed a MoU with UNICEF and both agencies developed a Joint Plan of Action and child protection is one of the joint activities. In addition, UNHCR and UNICEF co-chair the monthly Child Protection Working Group. The Child Protection Officer will represent UNHCR in different meetings and fora and will also be expected to brief partners and missions on the various child protection activities when required.</p>		

## Responsibilities

- Serve as focal point for the overall implementation and monitoring of the Djiboutian Child Protection Strategy (based on UNHCR's Framework on the Protection of Children), and ensure close coordination between SGBV and Education programmes.
- Provide technical advice and guidance on child protection related issues to colleagues and partners, establishing a coordination mechanism across the operation.
- Draft and implement the Child protection strategy and child protection standard operating procedures.
- Support partners with the implementation of SOPs on individual case management and strengthen prevention and response to child abuse, neglect, violence and exploitation.
- Strengthen the capacity of national CP systems and institutions
  - Provide guidance and support to the implementation of the National Action Plan of the CRRF and improve access to all basic national services for refugee children.
- Support the harmonisation of tools used for the Child Protection Information management System in close collaboration with UNICEF.
- Provide technical input in the design of project agreements
  - Provide technical support and guidance for the implementation and monitoring of child protection activities.
- Advocate for the issuance of birth certificates to all refugee children born in Djibouti with relevant governmental stakeholders.
- Work closely together with UNICEF on the implementation of the UNHCR-UNICEF Joint Action Plan on Child Protection and other joint initiatives.
- Follow up on individual cases, especially children with specific needs and the chronically sick and UASC and conduct home visits, when needed
  - Ensure that all individual cases are properly documented and recorded in ProGres
  - Conduct BIA and BID if needed and ensure that these activities are properly documented.
  - Follow up on family reunification requests and establish a system to manage these types of requests in close coordination with the resettlement/protection officer.
- Provide training, mentoring and other capacity building activities to UNHCR and relevant implementing partner staff on Child protection.
- Conduct regular monitoring missions.
- Any other activity as requested by the supervisor

## III Training component: Learning elements and expectations

During the first year of the assignment and depending on his or her previous work experience, the JPO will receive guidance and on the job training on UNHCR's child protection policies, procedures and guidelines. Throughout his/her assignment, the JPO will learn to coordinate and engage with key partners, including UNICEF and the Government counterpart and shall be actively advocating for the implementation of the Child Protection national strategy. The incumbent will learn to develop a strategy and action plan to support children in need of protection, and engage with other actors to define complementary pathways, roles and responsibilities regarding Child Protection programmes responses and identification of gaps; The incumbent will learn how to conduct best interest interviews and to provide proper counselling to refugee children and their parents on available services and protection mechanisms. The incumbent will carry out joint assessments and draft reports for determining the best interest of the child. Furthermore, the incumbent will learn how to identify children at risk including unaccompanied and separated children, and in particular children requiring alternative care arrangements and children with protection needs and identify for whom resettlement will be the only viable durable solution. The incumbent will learn from best practices and processes to follow.

The incumbent will learn to draft SOPs, develop training materials and facilitate capacity building for internal and external partners. By the end of the first year of deployment the JPO should have a good understanding of the nexus between child protection, education, SGBV and community engagement and their role in the protection of children.

The JPO training programme includes the following learning elements:

- Best Interest Determination (BID) -Training – Basic principles and procedures.
- Communication, Interviewing and counselling module (CIC)
- Age, Gender & Diversity Approach
- Interview Learning Programme
- Child Protection Learning Programme
- 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) in Djibouti City

##### **Content and methodology of supervision**

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. The JPO Unit also provides support to both the manager and the JPO.

#### **V Required Qualifications and Experience**

##### **Education:**

- Master degree or equivalent, obtained in a recognised institution (listed under [www.whed.net](http://www.whed.net)), in International Law, Human Rights, International Development, International Relations, Anthropology, Social Work, Political or Social Sciences.
- 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
- **IMPORTANT:** 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%20countries%20%20November%202018.pdf>

##### **Working experience :**

- Minimum 2 years to maximum 4 years of progressively responsible professional work experience in the field of protection of children, broader protection or social work involving children and youth, with knowledge of issues relating to child protection, education, gender, humanitarian and development issues, and SGBV prevention and response.
- Internships, part-time and voluntary work in the relevant fields are counted at a rate of 50%.

##### **Languages :**

- Fluency in English and French is essential.
- Working knowledge of Arabic is desirable.

##### **Key competencies**

- Strong experience in interacting with and building partnerships and synergies with UN agencies, NGOs and civil society organizations.

## **VI Background information on Agency/Department/Section**

<https://www.unhcr.org/what-we-do.html>

<http://reporting.unhcr.org/djibouti>

## **VII Information on living conditions at Duty Station**

- Ali Sabieh is classified by the International Civil Servant Commission (ICSC) as D, Family duty-station. (Hardship scale from A to E)
- “Family” means that the JPO’s spouse and/or children are allowed to join the JPO in Ali Sabieh.
- A break of 1 week to Djibouti City is mandatory every 12 weeks to ensure health and work-life balance.
- The security situation is assessed as 2: Low, by the UN Department of Safety and Security (UNDSS Risk scale from 1: Minimal to 6: Extreme). Overall, security remains conducive for UNHCR operations in the country.
- The recreational and sport activities are limited. Life is generally expensive including food and accommodation. There are local banking facilities only in Djibouti-Town and it is recommended to open a bank account. Credit cards are not widely accepted in Djibouti.
- French, Afar, Somali and Arab are spoken by the local population and by the authorities.

## **VIII How to apply**

- Applications must be sent through UNHCR’s website before the closing date and time.
- Access [www.UNHCR.org](http://www.unhcr.org) website and click on the “Career” link at the upper right corner, then on “International Vacancies”. The vacancy can be searched with the “JPO” keyword.
- Or direct link:  
[https://public.msrp.unhcr.org/psc/RAHRPRDX/EMPLOYEE/HR/c/HRS\\_HRAM.HRS\\_APP\\_SCHJO.B.GBL?FOCUS=Applicant&SiteID=2#\\_ga=2.226103514.1155057116.1551176614-69571766.1542879201](https://public.msrp.unhcr.org/psc/RAHRPRDX/EMPLOYEE/HR/c/HRS_HRAM.HRS_APP_SCHJO.B.GBL?FOCUS=Applicant&SiteID=2#_ga=2.226103514.1155057116.1551176614-69571766.1542879201)
- Applicants will receive an automated acknowledgement of receipt after their submission.
- For general information on the JPO Programme please consult UNHCR webpage:  
<http://www.unhcr.org/junior-professional-officer-programme.html>
- Only shortlisted candidates will be contacted.