


<h1>Vacancy announcement</h1>		
<h2>UN JPO Programme</h2>		
<h3>JPO in Protection of Civilians</h3>		
<i>Junior Professional Officer (JPO), Department of Peace Operations/Division for Policy, Evaluation and Training/Policy and Best Practices Service</i>		Closing date 21 March 2022 6 pm EST
<u>Vacancy Announcement # 21P220</u>		
I General information		
Title:	JPO in Protection of Civilians	
Sector of Assignment:	Protection of Civilians	
Country:	USA	
Location (City):	New York	
Agency:	United Nations Secretariat / Department of Peace Operations/Division for Policy, Evaluation and Training/Policy and Best Practices Service	
Duration of Assignment:	Initially one year with the possibility to extend up to 3 years	
Grade:	P2 step 1 in the first year	
<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 candidates from developing Countries (i.e. least developed countries).</p> <p>Candidates <u>MUST BE NATIONALS OF A DEVELOPING COUNTRY THAT APPEARS ON THE LIST OF THE FOLLOWING ELIGIBLE COUNTRIES FOR THE DUTCH JPO PROGRAMME:</u></p> <p>http://www.nedworcfoundation.nl/pdf/List%20of%20eligible%20countries%20%20November%202018.pdf</p> <p>For general information on the Dutch JPO Programme please visit the website of the Nedworc Foundation: https://nedworcfoundation.nl/junior-professional-officers-programme/</p>		
II Duties, responsibilities and Output Expectations		
<p>Under the supervision of the Team Leader of the Protection of Civilians Team, the main responsibility of the JPO will be to examine and assist in improving the implementation of Protection of Civilians (POC) mandates in UN peacekeeping operations. The specific responsibilities of the JPO include the following duties:</p>		

Supporting development of policy and guidance on POC

- Conduct research on gaps in POC policy and guidance;
- Support consultation and drafting of policy and guidance on POC;
- Support dissemination of policy and guidance on POC.

Supporting coordination at headquarters within DPO and with external partners

- Coordinate with other related Teams with thematic peacekeeping mandates, including Child Protection and Conflict-Related Sexual Violence;
- Work closely with Integrated Operational Teams (IOTs) to ensure POC is highlighted within field mission planning and overall guidance;
- 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 mandate implementation;

Supporting the provision of operational support on POC to peacekeeping operations

- Support the backstopping of one or more POC-mandated peacekeeping operations in the field;
- Support missions to develop POC strategies, SOPs, and other POC tools;
- Provide other support to mission POC Units as required;

Supporting dissemination of knowledge of the protection of civilians in peacekeeping in headquarters and field missions

- Provide specialist inputs on POC into cross-cutting guidance, training and planning materials;
- Support knowledge sharing and communities of practice;
- Contribute to and provide analysis of ongoing POC policy debates;
- Attend meetings and events relevant to POC;
- Support principals through briefings;

Enhancing organizational knowledge on protection of civilians in peacekeeping

- Contribute to POC lessons learned exercises through research, analysis, and liaison with missions, potentially including required travel to mission areas;
- Identify areas where additional work on POC would be beneficial to the effective implementation of POC mandates and develop research projects where appropriate and;
- 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 (workshops, meetings with external partners).
- Use DPO tools to capture and share knowledge.
- Contribute to policy development.
- Ability to analyse detailed documentation and complex processes involving multiple stakeholders and the ability to propose solutions when stakeholder views are conflicting.

IV Supervision

Title of Supervisor:

Protection of Civilians Team Leader

Content and methodology of supervision:

Establishment of a Work Plan: During the first month of the assignment, the Junior Professional Officer (JPO) will work jointly with his/her direct supervisor to finalize an agreed upon work plan. The final work plan will be discussed and mutually agreed to by the JPO and his/her supervisor.

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

V Required Qualifications and Experience

Education:

Advanced university degree (Master's degree or equivalent) in law, social science, international affairs, human rights, humanitarian assistance or related area is required. A first-level university degree in combination with two additional years of qualifying 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.nedworcfoundation.nl/pdf/List%20of%20eligible%20countries%20%20November%202018.pdf>

Working experience (incl. internships[50%] and volunteering [50%]):

A minimum of 2 years and a maximum of 4 years of relevant work experience in protection of civilians, peacekeeping, human rights, humanitarian action, or international relations, either in an international, governmental or non-governmental organization. Field-based experience in a conflict or post-conflict country is preferred.

Other skills:

- Familiarity with self-service analytics and data visualization applications (Excel, PowerPoint, PowerBI, Qlik, Tableau or similar) is desirable.
- Familiarity with social media content design and strategic communications campaigns is desirable.

Languages:

English and French are the working languages of the UN Secretariat. For this position, fluency in English is required. Knowledge of a second UN official language, especially French, is an advantage.

UN competencies:

PROFESSIONALISM: Shows pride in work and in achievements; Demonstrates professional competence and mastery of subject matter; Is conscientious and efficient in meeting commitments, observing deadlines and achieving results; Is motivated by professional rather than personal concerns; Shows persistence when faced with difficult problems or challenges; Remains calm in stressful situations.

PLANNING & ORGANIZING: Develops clear goals that are consistent with agreed strategies; Identifies priority activities and assignments; adjusts priorities as required; Allocates appropriate amount of time and resources for completing work; Foresees risks and allows for contingencies when planning; Monitors and adjusts plans and actions as necessary; Uses time efficiently

TEAMWORK: Works collaboratively with colleagues to achieve organizational goals; Solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; Places team agenda before personal agenda; Supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; Shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

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 the audience; Demonstrates openness in sharing information and keeping people informed.

Workforce Diversity

The United Nations believes that an inclusive culture attracts the best talent and encourages all qualified applicants, regardless of gender, disability, sexual orientation, cultural or religious backgrounds, to apply.

VI Background information on Agency/Department/Section

Protection of Civilians, continues to be at the core of peacekeeping, demonstrated by the fact that over 95% of peacekeeping personnel currently serve in missions with Protection of Civilians mandates. Currently six missions have POC mandates.

Within DPO, the POC file is currently managed by the Protection of Civilians Team in the Policy and Best Practices Service of the Division for Policy, Evaluation and Training, which currently has one P4 and one P3 staff member. The POC Team supports the coordination of DPO 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 DPO 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

Applicants should submit their application electronically directly to the Organization.

Candidates who would like to apply should do so **online** via

<https://owa.undesa.it/oas/oas.aspx?CMD=START&CP=7>

Applications must be received no later than **21 March 2022, 6.00 pm (Eastern Time UTC-5, New York USA)**. Applications received after this date will not be considered. Applicants will receive a confirmation of receipt.

Only short-listed candidates will be contacted thereafter.