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| <h1>Advertisement</h1>  |  |  |
| Junior Professional Officer   |  |   |
| Associate Protection Officer (P2)   |  |   |
| UNHCR, the UN Refugee Agency  |  | Closing date:<br>29 March 2026  |
| <b>I General information</b>  |  |   |
| <b>Title:</b>   | Associate Protection Officer   |   |
| <b>Sector of Assignment:</b>  | Regional Bureau for the Middle East & North Africa                           |   |
| <b>Country:</b>   | Egypt  |   |
| <b>Location (City):</b>   | Cairo  |   |
| <b>Agency:</b>  | UNHCR, the UN Refugee Agency   |   |
| <b>Duration of Assignment:</b>  | Initially one year with the possibility to extend up to a maximum of 3 years |   |
| <b>Grade:</b>   | P2 step 1 in the first year.   |   |
| <p>This post is opened in the context of the Junior Professional Officer (JPO) scheme sponsored by the Government of the Netherlands and is addressed <b>exclusively</b> to <b>PEOPLE WITH THE NATIONALITY OF ONE OF THE FOLLOWING ELIGIBLE COUNTRIES</b>: <a href="#">eligible-countries-DC-JPOs.pdf</a></p> <p>Maximal age limit is 32 years as of 31 December of the year of application.</p> <p>For the minimum qualification requirements see the website of Nedworc Foundation: <a href="#">Junior Professional Officer Programme - Nedworc Foundation</a></p> <p>Please read the selection criteria and FAQ section carefully before considering applying</p>  |  |   |
| <b>II Duties and Responsibilities</b>   |  |   |
| <p>The Associate Protection Officer will support UNHCR Egypt’s protection coordination, policy analysis, and advocacy efforts in a complex refugee and mixed-movement context. Under the supervision of the Senior Protection Officer the JPO will contribute to the effective functioning of inter-agency platforms, including the Protection Working Group (PWG) and the Mixed Movement Working Group (MMWG), by supporting coordination processes, documentation, follow-up, and joint analytical work. In line with ongoing preparedness for the transition to a national asylum management system under the Asylum Law (No. 164/2024), the JPO will support capacity-development initiatives, legal/policy analysis, and protection advocacy. The JPO will also support UNHCR’s protection mechanisms through participation in the core coordination team of the Egypt Refugee Inter-Agency Contact Centre (ERICC) -facilitating partner coordination, drafting analytical and operational reports, and supporting ongoing training and capacity-building of ERICC agents and focal points. Overall, the position aims to strengthen evidence-based protection coordination, promote</p> |  |   |

coherent joint analysis, and support constructive engagement with humanitarian, development, and government counterparts to advance protection outcomes for refugees, asylum seekers, and others on the move.

**Desired Candidate Profile:**

- Relevant professional experience in refugee protection, human rights, international humanitarian law, or related fields, preferably in a humanitarian or mixed-movement context.
- Good knowledge of international refugee and human rights law, with the ability to apply core protection principles pragmatically in coordination, analysis, and advocacy work.
- Ability to work constructively and professionally with government counterparts, humanitarian and development partners, and refugee-led or community-based actors, within an inter-agency setting.
- Strong analytical, research, and drafting skills, with demonstrated attention to accuracy, clarity, and the ability to synthesize inputs from multiple stakeholders.
- Excellent teamwork and interpersonal skills, including the ability to collaborate across disciplines, adapt to evolving priorities, and contribute positively to collective outputs.
- Proven cultural awareness and sensitivity to the local context, with the ability to operate respectfully and effectively in a diverse, multilingual, and politically nuanced environment.

**Responsibilities:**

- Support the coordination and effective functioning of inter-agency protection platforms, including the Protection Working Group (PWG), Mixed Movement Working Group (MMWG), and related task forces, through meeting preparation, documentation, follow-up on action points, and support to workplans.
- Contribute to the preparation of analytical and evidence-based products, including protection trend analysis, briefing notes, talking points, and inputs to UNHCR internal and external reports, drawing on partner inputs and operational data.
- Support follow-up on Global Compact on Refugees (GCR) commitments, pledges, and reporting processes, including coordination with UNCT and inter-agency partners and consolidation of inputs for reporting.
- Support information management and institutional memory related to protection coordination, including meeting minutes, action tracking, partner mapping, and consolidation of inputs across coordination platforms.
- Contribute to engagement with humanitarian, development, and civil society partners to promote protection mainstreaming, coherence across responses, and linkages with broader resilience and solutions-oriented initiatives.

- Provide substantive support to protection-related research, legal and policy analysis, and monitoring of protection environment developments, including in the context of preparedness for the implementation of the national asylum framework.
- Support UNHCR’s systems-based protection mechanisms through participation in the core coordination team of the Egypt Refugee Inter-Agency Contact Centre (ERICC), including coordination with partners, preparation of analytical and operational reports, and support to ongoing training and capacity-building of ERICC agents and focal points.
- Contribute to capacity-development and systems-strengthening efforts by helping consolidate lessons learned, good practices, and partner feedback to inform guidance, coordination tools, and advocacy.
- Perform other related duties as required in support of the Protection Unit.

### **III Training component: Learning elements and expectations**

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

- Demonstrate a solid understanding of inter-agency protection coordination in a large refugee and mixed-movement operation, including the practical functioning of working groups, task forces, and joint workplans.
- Apply international refugee protection principles in operational and coordination settings, while strengthening professional skills in coordination, systems-based approaches, and evidence-based advocacy in a politically sensitive context.
- Contribute increasingly independently to analytical reporting, protection trend analysis, and advocacy products, including through consolidation of multi-partner inputs and operational data.
- Understand UNHCR’s role within the Global Compact on Refugees (GCR) architecture and UNCT coordination mechanisms, including linkages with development and solutions-oriented actors.
- Gain practical exposure to systems-based protection mechanisms, including coordination, analysis, and capacity-building functions through engagement with the Egypt Refugee Inter-Agency Contact Centre (ERICC).
- Strengthen understanding of asylum system preparedness and transition processes, including how coordination, policy analysis, and capacity-development efforts contribute to sustainable national protection frameworks.

The JPO training programme includes the following learning elements:

- 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:** Senior Protection Officer

**Content and methodology of supervision**

The JPO will work under the direct supervision of the Senior Protection Officer. Supervision will focus on developing the JPO's analytical, coordination, and policy skills while ensuring high-quality outputs aligned with UNHCR protection priorities.

## V Required Qualifications and Experience

### Education:

Master degree or equivalent in Law, International Law, Political Science or other relevant field.

In exceptional cases candidates with a Bachelor's degree plus a minimum of 4 years relevant working experience can be considered.

Substantive parts of the candidates' academic training (Bachelor and/or Master) must have taken place in a developing country that appears on the list of eligible countries:

[eligible-countries-DC-JPOs.pdf](#)

### Working experience:

**Years of Experience:** A minimum of 2 years relevant experience with Master's degree in, after the degree has been obtained.

In exceptional cases candidates with a Bachelor's degree plus a minimum of 4 years relevant working experience can be considered.

Work experience within the UN system should not exceed 1 year, including UNV, (paid) UN internship and UN consultancy.

Candidates who have already completed a JPO assignment are not eligible.

All paid work experience since obtaining last degree will/can be considered.

Work experience as interns, trainees, volunteers (except for UNV) as well as partially relevant work experience is calculated at 50%. Experience acquired during internships with UNHCR prior to the completion of a first university degree will be calculated at 50% as well.

### Languages:

**Essential:** English

**Desirable:** Working knowledge of Arabic is a strong asset.

### Key competencies

- Strong analytical and drafting skills, particularly for policy, coordination, and advocacy-related outputs.
- Proven ability to work effectively in inter-agency and multi-stakeholder environments, contributing constructively to joint processes.
- Sound understanding of international protection frameworks and the humanitarian-development nexus, with the ability to apply this in coordination and analysis.
- Excellent organizational and follow-up skills, including action tracking, prioritisation, and documentation.
- Demonstrated cultural sensitivity and ability to operate effectively in complex and politically nuanced contexts.

## VI Background information on UNHCR in Egypt

### [UNHCR Egypt Website](#)

The Arab Republic of Egypt is a State Party to the 1951 Convention Relating to the Status of Refugees, its 1967 Protocol and the 1969 Organization of African Unity Convention governing specific aspects of refugee issues in Africa. On 16 December 2024 the Asylum Law for Foreigners No. 164 was enacted, which provides for the creation of the Permanent Committee for Refugee Affairs to attend all refugee related matters in Egypt. However, its Executive Regulations have not yet been established, and the Committee has not been appointed. In the absence of a national asylum legislation and system, the functional responsibilities for all aspects of registration, documentation and refugee status determination (RSD) of asylum-seekers and refugees have been delegated to the United Nations High Commissioner for Refugees (UNHCR) by virtue of the 1954 Memorandum of Understanding (MoU) between the Government of Egypt (GoE). UNHCR is currently working with the GoE supporting their transition towards a State-led asylum system.

As of 24 July 2025, UNHCR has registered 1,015,957 refugees and asylum-seekers from 62 countries. The Sudanese refugee population is the largest, with 751,279 registered individuals (74%), followed by Syrians, Eritreans, Ethiopians, Somali, Yemini, and other nationalities.

Following the outbreak of armed conflict in Sudan on 15 April 2023, large numbers of civilians have been forced to flee, including people who were already internally displaced because of previous conflicts in Sudan and refugees from other countries who had sought safety in Sudan. Sudan is the largest forced displacement situation in the world, with 14.3 million refugees and IDPs, compared to 8.8 million from Ukraine. At the same time, given the protection challenges in Egypt and other neighbouring countries, Sudan is witnessing a higher number of individuals going back home in adverse circumstances.

Syrians represent 13% of the total refugee population in the country, with a total of 128,232 individuals. Following the change of government in Syria on 8 December 2024, there has been a significant increase in Syrians approaching UNHCR in Cairo and Field Office Alexandria to request the closure of their asylum cases in order to return to their country of origin

The operational strategy of UNHCR Egypt focuses on responding to immediate protection and humanitarian needs of refugees and asylum-seekers through targeted protection and assistance services. These include the implementation of registration, refugee status determination (RSD) and resettlement procedures, child protection and gender-based violence case management, protection monitoring, legal assistance and advocacy as well as delivery of targeted health, education and cash interventions.

Following the adoption of the national asylum law, UNHCR Egypt also focused on asylum capacity development (ACD), including through the preparation and implementation of a transition plan that was shared with the Government of Egypt. Going forward, capacity development of national authorities, the judiciary, and NGOs/civil society will be a key activity of the operation.

In light of increasing mixed and onward movements to, through and from Egypt, UNHCR proactively engages with partners, including IOM, implementing the route-based approach (RBA). Additionally, in terms of its interagency commitments, UNHCR Egypt leads the refugee response, including for the Sudan influx, and chairs/co-chairs the following bodies.

In light of organization commitments to Accountability to Affected People (AAP) and Localisation, UNHCR Egypt is in the process of widening and strengthening its communication with affected populations, including through revamping UNHCR's hotline into an interagency contact centre.

## VII Information on living conditions at Duty Station

- **Housing/accommodation:** Hotels and rental houses are available (No accommodation provided by UNHCR Office)
- **Health care:** Wide variety of Private health facilities are available
- **Educational facilities:** Bilingual and international schools are available
- **Security:** The majority of Egypt is at Security Level 2 (Low) with the exception of the Western Desert (Security Level 3, Moderate) and the North Sinai (Security Level 5, High). Cairo is an A-category Family duty station
- **Other:** International banks are available. Transportation, food, furniture and clothing, there is variety of choice with the costs depending on the preferences of the incumbent.

## VIII How to apply

Applications must be sent through UNHCR's website

[https://unhcr.wd3.myworkdayjobs.com/External/job/Cairo-Egypt/Associate-Protection-Officer\\_JR2663125](https://unhcr.wd3.myworkdayjobs.com/External/job/Cairo-Egypt/Associate-Protection-Officer_JR2663125) before the closing date 29 March 2026

Access [www.unhcr.org](http://www.unhcr.org) website and click on "Get Involved > Work With us > Careers with UNHCR" link at the upper right corner, then on "See current UNHCR Vacancies".

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>

Applicants will receive acknowledgement of receipt of their submission

Only shortlisted candidates will be contacted.

***Please be reminded that only nationals of the following countries will be considered for this position: [eligible-countries-DC-JPOs.pdf](#)***

***Applications from candidates whose nationality does not appear on the eligibility list will not be considered further.***