

Advertisement



Junior Professional Officer

Associate Resettlement and Complementary Pathways Officer(P2)

UNHCR, the UN Refugee Agency

Closing date:
29 March 2026

I General information

Title:	Associate Resettlement and Complementary Pathways Officer
Country:	Niger
Location (City):	Niamey
Agency:	UNHCR, the UN Refugee Agency
Duration of Assignment:	Initially one year with the possibility to extend up to a maximum of 3 years
Grade:	P2 step 1 in the first year.

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 NATIONALITY OF ONE OF THE FOLLOWING ELIGIBLE* COUNTRIES. Excluding Niger, due to the restriction that nationals of the country where the position is located cannot be considered.**

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

Maximal age limit is 32 years as of 31 December of the year of application.

For the minimum qualification requirements see the website of Nedworc Foundation:

[Junior Professional Officer Programme - Nedworc Foundation](#)

Please read the selection criteria and FAQ section carefully before considering applying

*Excluding Niger, due to the restriction that nationals of the country where the position is located cannot be considered.

II Duties and Responsibilities

The incumbent's primary role is to support resettlement and complementary pathways activities in his/her Area of Responsibility (AOR) through identification of needs, submission of cases, monitoring procedural compliance, integrity and quality of case submissions, and ensure progress against targets. S/he takes part in assessing cases for resettlement and conducting interviews as well as monitoring procedural compliance and quality of case submissions. The role may also involve managerial responsibilities in supervising staff and affiliate workforce. S/he contributes to comprehensive protection and solutions strategies and needs to make resettlement both strategic and responsive.

All UNHCR staff members are accountable to perform their duties as reflected in their job description. They do so within their delegated authorities, in line with the regulatory framework of UNHCR which includes the UN Charter, UN Staff Regulations and Rules, UNHCR Policies and

Administrative Instructions as well as relevant accountability frameworks. In addition, staff members are required to discharge their responsibilities in a manner consistent with the core, functional, cross-functional and managerial competencies and UNHCR's core values of professionalism, integrity and respect for diversity.

Desired Candidate Profile:

- Experience in resettlement and complementary pathways casework, including identification, assessment, processing, and counselling of forcibly displaced and stateless people in line with UNHCR policies and global standards.
- Strong understanding of resettlement procedures, quality assurance, monitoring, and coordination with resettlement countries, government counterparts, and partners.
- Proven ability to analyze trends, contribute to reports and statistics, support selection missions, and apply Age, Gender and Diversity principles while upholding integrity and fraud prevention measures.
- Solid teamwork, communication, and analytical skills, with the ability to support risk-based decision-making and contribute to comprehensive protection and solutions strategies.

Responsibilities (summary of duties/tasks):

- Identify, interview, assess resettlement and complementary pathways needs, and process cases identified for resettlement and complementary pathways following established procedures; provide counselling to individuals.
- Support monitoring of activities for resettlement and complementary pathways, as applicable, to ensure progress against targets, transparency and efficiency in case submissions and appropriate follow-up with resettlement countries and other key stakeholders.
- Review and provide timely feedback and guidance on resettlement submissions prepared in the country office/ by country offices to harmonize quality and consistency of resettlement delivery.
- Support the management of processes to ensure that forcibly displaced and stateless persons and partners receive up-to-date and accurate information on UNHCR's resettlement and complementary pathways policies and procedures.
- Support the implementation of UNHCR's global resettlement and complementary pathways policies, procedures and guidelines in the AOR.
- Ensure Standard Operating Procedures for identification of cases for resettlement and resettlement case management are in place and in line with UNHCR Global Standards.
- Support and contribute to measures that enhance the prevention, detection and response to fraud committed by forcibly displaced and stateless persons generally and in resettlement and complementary pathways in particular.
- Support senior management in maintaining regular contact and close cooperation with resettlement countries and partners to ensure effective delivery of resettlement and complementary pathways; and adherence to adequate protection standards.
- Support government officials and partners undertaking missions related to resettlement and complementary pathways.
- Assist selection missions by resettlement countries to the region/country operations.
- Stay abreast and analyze the implication of political, legal, social and economic developments in the AOR and recommend policy / strategic approaches to further UNHCR objectives with respect to resettlement and complementary pathways.
- Contribute to the development and enhancement of policy and guidelines for resettlement and complementary pathways practices.

- Systematically apply an Age, Gender and Diversity perspective in all aspects of the resettlement and complementary pathways process; comply with UNHCR policy and guidelines on HIV/AIDS.
- Promote and support the establishment of mechanisms for preventing fraud in resettlement and complementary pathways activities to maintain the integrity of the resettlement and complementary pathways process in the AOR.
- Assist in the production of up-to-date and accurate statistics, analytical reports on resettlement and complementary pathways, updates and briefing notes, including with regard to the trends, the country/ region's performance in meeting resettlement targets, challenges and responses.
- Contribute to comprehensive protection and solutions strategies in the country operation or region.
- Support the identification and management of risks and seek to seize opportunities impacting objectives in the area of responsibility. Ensure decision making in risk based in the functional area of work. Raise risks, issues and concerns to a supervisor or to relevant functional colleague(s).
- Perform other related duties as required.

III Training component: Learning elements and expectations

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

- Apply database management tools to support accurate, timely, and secure processing of resettlement cases, reporting, and operational analysis in complex refugee and mixed movement contexts.
- Demonstrate practical knowledge of UNHCR resettlement programmes, including case workflows, quality control, and coordination with internal and external stakeholders.
- Support the application of resettlement anti-fraud policies and procedures, contributing to integrity measures, risk mitigation, and accountability across resettlement and complementary pathways processes.
- Contribute to the management of mixed migratory movements by supporting data-driven analysis, inter-agency coordination, and protection-sensitive responses aligned with international standards.

The JPO training programme includes the following learning elements:

- International Refugee Law & Protection Principles
- Resettlement & Complementary Pathways
- Case Management & Data Systems
- Communication & Advocacy
- Coordination & Partnership Building
- Professional & Personal Development
- 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: Associate Resettlement and Complementary Pathways Officer

Content and methodology of supervision

Supervision is carried out through a structured process that combines regular monitoring, reporting, and evaluation to ensure performance and compliance. It involves scheduled one-on-one or team meetings, review of periodic reports, direct observation when necessary, and an annual online performance evaluation. Supervisors provide guidance, feedback, and support to address challenges and enhance capacity, fostering accountability and continuous professional development.

V Required Qualifications and Experience

Education:

Master degree (or equivalent) in: Political Science; Social Sciences; International Relations; Refugee and Forced Migration Studies; Law, in particular the following areas of law with an international component: Public / Refugee/ Human Rights Law; or other relevant fields.

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 a Master's degree, 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.

Candidates who have already completed a JPO assignment are not eligible. Candidates who are nationals of the country of assignment (Niger) are not eligible.

Relevant Work Experience

At least 2 years of professional work experience relevant to refugee protection work, of which 1 year in an international capacity. Demonstrated experience in casework or case management, preferably in a refugee or immigration context.

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

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

Functional Skills

- Database Management
- Interviewing, Coaching, Drafting, Analytical and Teamwork skills
- Knowledge and experience of Refugee Resettlement programs, Anti-Fraud Policies and Procedures
- Mixed migratory movement management
- The candidate should have experience in resettlement management and casework as well as team management.

In addition to the above requirements, all candidates should meet several supplementary criteria, such as:

- Be able to show their interest in international development cooperation.
- Preferably have working knowledge of a second official UN language next to English.

Languages:

Essential: English and French

Key competencies

- Protection & Refugee Law
- Casework & Analytical Skills
- Communication & Advocacy
- Coordination & Collaboration
- Integrity & Professionalism

VI Background information on UNHCR in Niger

[UNHCR Niger website](#)

The UNHCR representation office in Niger was first opened in 2012 in response forced displacements driven by the rise in violent extremism in the West African Sahel region, and now consists of the Niamey Country Office, Sub-Offices in Niamey; Tahoua; Maradi and Field Units in Diffa, Tillaberi, Agadez, and Madaoua.

As of September 2025, Niger is protecting 938,429 forcibly displaced people including 431,464 refugees and asylum seekers, 459,585 internally displaced persons (IDPs) and 47,380 others of concern.

Violence by regional non-state armed groups has plagued the Sahel region and cross-border armed incursions are all too common.

The population of forcibly displaced people in Niger consists of 49 per cent (IDPs), 46% per cent refugees and asylum seekers and 5% others of concern. Most refugees come from North Nigeria (60%) and Mali (29%), but there are also some asylum seekers from Burkina Faso (9%), Sudan and Chad, Central African Republic and small numbers from other countries (2%).

The complex scenario of the country is triggered by instability in the neighboring Burkina Faso, Libya, Chad, Nigeria (including Boko Haram activities) and Mali (including JNIM activities), which has caused forced displacements towards Niger. A coup d'état on 26 July 2023, ousting President Mohamadou Bazoum, resulted in temporary sanctions that have deepened already high levels of socio-economic vulnerability and political tensions in the country. UNHCR continues to closely monitor the situation and address protection needs of forcibly displaced people in the country in coordination with partners, and its operations continue without interruption.

Tillaberi, Tahoua, Ouallam, Abala, Maradi and Diffa regions are most affected by frequent displacements of people due to persistent insecurity and terrorist threats.

These large-scale displacements into and within the country are exacerbated by climate change and related hazards such as flooding and droughts, which contribute to rural poverty (80 per cent of the population depends on agriculture) and worsen issues with public service delivery.

UNHCR work in Niger focuses on using community-based, and (Humanitarian-Development-Peacebuilding) Nexus approaches to providing holistic assistance and comprehensive protection and solutions for forcibly displaced people, with particular attention on women, children and other persons with specific needs and resettlement or complementary pathways for the most vulnerable refugees.

Urbanization projects and livelihood opportunities strengthen protection, resilience and peaceful cohabitation between both forcibly displaced and host communities.

Niger is party to the most relevant international and regional legal instruments protecting refugees, IDPs, and stateless persons.

Resettlement work by UNHCR in Niger

In December 2017, Niger was also the first country to host an Emergency Transit Mechanism (ETM) for refugees evacuated from Libya. In parallel with the establishment of the ETM, UNHCR set up a resettlement Programme to submit to resettlement countries equal numbers of ETM refugees and non-ETM refugees. From early 2018 until May 2023 when evacuation flights ceased, more than 4,000 asylum seekers were brought to Niger. Since 2018, nearly all these beneficiaries were recognized as refugees and resettled to the United States, Canada, and to Italy, and other EU countries.

The UNHCR resettlement and complementary pathways unit, an integral part of the UNHCR Protection section, seeks to identify and submit for resettlement some of the most vulnerable of 15,000 refugees estimated to have resettlement needs in 2025 out of the total 393,112 refugees hosted in Niger. It currently has a quota of 200 resettlement places to Canada in 2025. The unit also works with the External Relations section, Regional Bureau and HQ to advocate and seek partnerships with faith-based organizations, the private sector or governments to offer more resettlement quotas and space for complementary and humanitarian pathways for vulnerable refugees. For example, in October 2024, under COMET project, Italy received 98 vulnerable refugees and asylum seekers from Niger to take up education, training and work opportunities.

Since the US 27 January 2025 Executive Order halting all resettlement for 90 days, in addition to case work, UNHCR stepped up its communication activities to reach more than 800 refugees whose cases had been submitted to the United States for resettlement. The most urgent of those were submitted as parallel submissions to Canada.

VII Information on living conditions at Duty Station

- **Housing/accommodation:** Private properties of international standard are available for rent at commercial rates. Frequent power cuts and variable internet connectivity are challenges. Communication by mobile is acceptable. International staff must reside within a certain perimeter, preferably in areas located maximum 30 minutes from the office.
- **Health care:** The Medical Section in Geneva has recommended two clinics safely accessible by UNHCR staff in Niamey, including a good, functioning UN clinic, though the medical

technical services are limited. Malaria is rife, and advice about preventative measures issued by the UNHCR Medical Section should be followed.

- **Educational facilities:** N/A (An international American school is available, but duty stations in Niger are non-family duty stations)
- **Security:** Niamey is a category E duty station, non-family with an 8-week R&R cycle. Niamey is classified as Level 3 - Moderate, in the UNDSS Security Level System.
The streets of Niamey are generally safe and busy between the hours of dawn to the Isha prayer time (c 20h15) but deserted after that and not all well illuminated. Caution and vigilance are always advised given the high risk of criminality. There have been no confirmed terrorist incidents in Niamey since 2011, but the risk of an attack by terrorists or armed groups is assessed to be increasing.

Several field locations in Niger are classified as being of much higher security risk, including Agadez and Diffa at SLS 4-Substantial, and Tillaberi and northern Tahoua at SLS 5-High. UNHAS flight services are available to most field locations. Missions by road to these field locations requires an armed escort which must be requested at least seven days ahead.

- **Other** (transports, banks, etc): Public transport is not recommended. Niger is a cash-based economy; several banks and ATMs available in the capital issue West African Francs (XOF).

There are three seasons in Niger: rainy (June-Sept), cool (Oct-Feb), and very hot often above 40 degrees Celsius (March-May).

Since the temporary closure of airspace following the coup d'état in July 2023 was lifted, regular international a reduced volume of commercial flights (mainly Turkish, Royal Air Maroc and Ethiopian) in and out of Niamey have resumed. There are several supermarkets, selling some foreign goods. A few restaurants offering Indian, Chinese, Yemeni, Lebanese, Italian and other cuisines are available in Niamey.

VIII How to apply

Applications must be sent through UNHCR's website [Careers](#) before the closing date 29 March 2026.

Access 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". The vacancy can be searched with the "JPO" keyword. <https://unhcr.wd3.myworkdayjobs.com/External>

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.

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

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.

**Excluding Niger, due to the restriction that nationals of the country where the position is located cannot be considered.*

