

**UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES (UNHCR)
INTERNAL / EXTERNAL VACANCY ANNOUNCEMENT
Vacancy Notice No. BEL/003/2019**

Title of Post	Senior Protection Assistant	Category/grade	General Service, G5
Post Number	10025738	Type of contract	Fixed-term appointment
Location	Belmopan, Belize	Date of Issue	24 July 2019
Effective date of assignment	15 August 2019	Closing Date	3 August 2019

Operational Context:

Belize is a State party to the 1951 Convention relating to the Status of Refugees and its 1967 Protocol. Belize also acceded to both Statelessness Conventions.

In the 1980s and 1990s, Belize received between 20,000 and 30,000 persons fleeing the civil wars in El Salvador and Guatemala. This flow subsided towards the turn of the century after peace accords were signed in these countries. However, in the last ten years, heightened violence in the Northern Triangle of Central America at the hands of transnational criminal organizations has caused new displacement and Belize has once again become an important country of asylum in the region.

In light of this, there is an urgent need for UNHCR to reinforce its protection activities in Belize, assisting the government in identifying and registering asylum-seekers, ensuring protection against refoulement and access to fundamental rights for the growing population of concern, developing integration opportunities for asylum-seekers and refugees, and increasing the capacity of the Government. Due to the limited resources and capacity of the Government, in recent years, UNHCR has provided RSD training to government officials in Belize, including members of the newly reactivated Refugee Eligibility Committee.

Beginning in October 2015, UNHCR deployed a protection team to support the Government of Belize as it began processing asylum claims through its Refugee Eligibility Committee.

In addition to providing technical expertise for the processing of asylum claims, UNHCR is conducting training to government officials, developing in collaboration with the Government updated SOPs for asylum-seekers' registration. UNHCR facilitates registration of new asylum-seekers, advocate for the release of detained asylum-seekers, and conducts public education activities in rural migrant communities. UNHCR also recruits local volunteers to assist with conducting intakes and facilitate registration of asylum-seekers.

Since the reactivation of the RSD procedure in 2015, the number of persons seeking protection in Belize has risen 12-fold with now over 3000 Central American asylum-seekers registered in the country. With intensifying violence and instability in the NTCA, and the renewed and visible presence of UNHCR in Belize, it is expected that the number of persons seeking asylum in Belize will continue to rise. The Government announced at the beginning of April 2016 that it will open a new Refugee Department with national eligibility officers to begin conducting RSD. In this regard, UNHCR was requested to assist in the submission of a staffing and infrastructure needs proposal for the Refugee Department.

These protection activities need to continue and be reinforced, and as the population of concern grows, additional activities related to local integration and durable solutions must be developed. Moreover, the transnational character of the criminal activity that afflicts these countries, and the resulting deteriorating conditions and displacement, require a collective response in the region. Partnership is needed between all governmental and civil society actors involved in the refugee crisis in order to ensure that persons in need of international protection are identified, have access to fair and efficient asylum procedures, and are able to achieve durable solutions.

The Senior Protection Assistant normally reports to the Protection Officer. He/she monitors protection standards, operational procedures and practices in protection delivery in line with international standards and provides functional protection support to information management and programme staff.

The Senior Protection Assistant provides quality, timely and effective protection support to persons of concern and identifies opportunities to mainstream protection methodologies and safeguards in operational responses. He/she contributes to designing a comprehensive protection strategy and may liaise externally with local authorities and partners on protection issues as guided by the supervisor.

The Senior Protection Assistant also ensures that persons of concern are involved with the Office in making decisions that affect them, whether in accessing their rights or in identifying appropriate solutions to their problems. To achieve this, the incumbent will need to build and maintain effective interfaces with communities of concern, local authorities and protection and assistance partners.

Functional Statement:

Accountability

- The protection of populations of concern is met through the application of International and National Law relevant UN/UNHCR protection standards and IASC principles.
- Protection activities are guided by the UNHCR country protection strategy.
- The participation of persons of concern is facilitated through supporting participatory, rights and community-based approaches.
- Support is provided to identify and report protection incidents.

Responsibility

- Consistently apply International and National Law and applicable UN/UNHCR policies, standards and codes of conduct.
- Provide counselling on protection issues to persons of concern; liaise with competent authorities to ensure the issuance of personal and other relevant documentation.
- Conduct preliminary information gathering and interviews in support of refugee status determination, durable solutions and social needs assessment.
- Contribute to measures to identify, prevent and reduce statelessness.
- Contribute to a country-level child protection plan as part of the protection strategy.
- Contribute to a country-level education plan for persons of concern as part of the protection strategy.
- Monitor Standard Operating Procedures (SOPs) for all protection/solutions activities.
- Participate in individual protection case management including cases of SGBV and child protection.
- Monitor and report on cases of refoulement, expulsion and other protection incidents.
- Contribute to the design, implementation and evaluation of protection related Age, Gender and Diversity based programming with implementing and operational partners.
- Assist in drafting reports, routine correspondence, updating relevant databases and compiling statistics for the protection unit / section.
- Contribute to initiatives to enhance national and local protection capacities.

Authority

- Enforce integrity in the delivery of protection services by local implementing partners.

Essential Minimum Qualifications and Experience:

- Education: Completion of secondary school. Additional Training courses in protection related issues.
- Job experience: relevant to the function: 4 years.
- Fluency in English and working knowledge of another relevant UN language or local language

Desirable Qualifications & Competencies:

- Good computer skills.
- Completion of any Humanitarian Learning Programme, UNHCR Learning Programmes.
- Previous work experience in the field of Refugees, Migration, International Refugee Law, or any other related field.

Required Competencies:

Managerial Competencies

- Empowering and Building Trust
- Managing Resources

Cross-Functional Competencies

- Analytical Thinking
- Political Awareness
- Stakeholder Management

Eligibility / Internal candidates:

Interested staff members should consult the Policy and Procedures on Assignments of Locally recruited Staff (IOM/49-FOM/50/2012 dated 15 June 2012). If you have questions regarding your eligibility, you may also contact the HR Unit of UNHCR (BZEBE@unhcr.org).

The Vacancy is announced Internally and Externally. Anyone who meets the minimum qualifications is invited to apply for this vacancy.

Former UNHCR General Service staff members, having held an indefinite or fixed-term appointment for an uninterrupted period of at least one year may apply for internally advertised vacancies at their previous grade or equivalent or one grade above, if the seniority requirements are met, for a period of two years following separation.

Remuneration:

A competitive compensation and benefits package is offered. For information on UN salaries, allowances and benefits, please visit the portal of the International Civil Service Commission at: <http://icsc.un.org>

Submission of Applications:

If you wish to be considered for this vacancy, please submit your **letter of motivation and updated factsheet by e-mail clearly stating the position title, vacancy notice number and your Last Name in the subject line to: Snr Protection Assistant by the closing date.**

The Personal History Form (PHF) can be found by following the link:

https://www.unhcr.org/recruit/UNHCR_Personal_History_Form.docm

No late applications will be accepted. Only shortlisted candidates will be contacted. Shortlisted candidates may be required to sit for a written test and/or oral interview. UNHCR does not charge a fee at any stage of the recruitment process (application, interview, processing or any other fees).

UNHCR strongly encourages qualified female applicants for this position. UNHCR seeks to ensure that male and female employees are given equal career opportunities. UNHCR is committed to achieving workforce diversity in terms of gender, nationality and culture. All applications will be treated with the strictest confidentiality.

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