

1. Job Type

2. Job Information

Title

Functional Group - Level 1 Grade

Functional Group - Level 2 Job Code

Functional Group - Level 3 CCOG Code

Functional Clearance Required

FOR EXPERT POSITIONS ONLY

Position Number Location

Supervisor Position Number Supervisor Grade

Supervisor's Title

3. Organizational Setting and Work Relationships

The Livelihood and Economic Inclusion Officer has a key role to play in aligning livelihoods and economic inclusion efforts with the Global Compact on Refugees (GCR), which underscores the need to mobilize additional actors and to adopt a whole-of-society approach to strengthen refugee self-reliance and help ease pressure on host countries. Promoting economic inclusion of refugees is a key development area that will enable the achievement of these objectives and contribute to the 2030 Agenda's Sustainable Development Goals.

Leveraging the growing global momentum, UNHCR is working to translate the objectives of the GCR into impactful results for persons of concern (POC), including through follow-up on pledges made through the 2019 Global Refugee Forum. Contributing to this global roll-out of the GCR, the Livelihood and Economic Inclusion Officer, with direct support from the Senior Livelihoods and Economic Inclusion Officer in the Regional Bureau and the global support of the Livelihoods and Economic Inclusion Unit in the Division of Resilience and Solutions (DRS), works towards the following objectives: 1) improve the enabling environment for refugees to work through advocacy on the right to/at work, access to economic opportunities and services; 2) seek new and strengthen existing partnerships including with the private sector, development actors, government institutions and specialized agencies to advance economic inclusion of refugees; and 3) enhance ongoing livelihoods and economic inclusion programming through evidence-based and market-driven approaches to improve economic inclusion outcomes.

The Livelihood and Economic Inclusion Officer should be proactive, always looking for new opportunities, and persuasive in mobilizing donors and new partners around new models of economic and social integration. The incumbent will play a role in formulating interventions that position UNHCR a key catalyst for livelihoods and the economic inclusion of refugees.

S/he will interact with both internal and external counterparts. The incumbent will work closely with multi-functional teams on matters including but not limited to protection, education, cash, partnerships, research and analytics, GBV, solutions, complementary pathways and more. Externally, the Livelihoods and Economic Inclusion Officer will help promote refugees' economic inclusion through effective partnerships with relevant government line ministries, development actors, the private sector, UN agencies, international organisations and NGOs, and research institutions and universities, both at the global and country levels.

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.

4. Duties

- Facilitate the economic inclusion of refugees in coordination with relevant external partners such as line ministries, private sector and development actors in accordance with UNHCR Global and Country level policies, priorities, and strategies, in particular the Global Compact on Refugees.
- Strengthen partnerships with relevant stakeholders to enhance economic inclusion of UNHCR POC. This includes advocating with public and private sector services providers to include UNHCR POC in supporting services (business development, micro-finance, training, saving accounts, poverty alleviation and social protection, etc.).
- Build on UNHCR databases to support regular information sharing and coordination among different humanitarian, developmental and governmental stakeholders. This includes supporting the implementation of socioeconomic and wealth ranking surveys to inform targeting, monitoring and facilitation of development programmes.
- Conduct necessary assessments in collaboration with relevant private and public stakeholders, including impact assessments on local economies and surveys that help to identify investment and funding opportunities that enhance the economic inclusion of UNHCR POC.
- Work with economic development agencies to help adapt their programmes to become inclusive of UNHCR POC and with the private sector to enhance inclusion of UNHCR POC in their labour force and supply chains.
- In case UNHCR is implementing specific livelihoods activities, strengthen, guide and monitor the livelihoods interventions to help ensure they are market-based, and that the role of UNHCR has been strategically determined in consideration of its comparative advantage vis-à-vis other partners.
- Perform other related duties as required.

In the Regional Bureaux:

- Keep abreast of policy developments and situation updates in the region, and advocate towards the economic inclusion and livelihoods of PoC.
- Maintain regular communication with livelihoods and economic inclusion focal points in Country Operations in the region, identify gaps, opportunities, and provide guidance and capacity building for impactful programming.
- Coordinate relevant technical assessments and research conducted in the region and support the identification of investment and funding opportunities that enhance the economic inclusion of UNHCR PoC.
- Develop and mobilize partnerships for the economic inclusion and improved livelihoods of PoC.
- Facilitate coordination and mobilize resources and partnerships for the economic inclusion of PoC and their livelihoods, at regional level.

In the Country Operations

- Work with the multi-functional team, more specifically with the Protection Unit, to assess the legal framework for the right to work and rights at work in respective host countries and recommend/implement advocacy initiatives and policy reforms to improve UNHCR POC's economic inclusion, rights and access to work.
- Manage the livelihoods and economic inclusion programme in the Operation, develop/update strategy, plan, monitor, report on and evaluate results.
- Conduct necessary assessments and research in collaboration with relevant private and public stakeholders, including impact assessments on local economies and surveys that help to identify investment and funding opportunities that enhance the economic inclusion of UNHCR POC.
- Facilitate coordination and mobilize resources and partnerships for the economic inclusion of PoC and their livelihoods, at Operation level.

5. Minimum Qualifications

Education & Professional Work Experience

Years of Experience / Degree Level

For P3/NOC - 6 years relevant experience with Undergraduate degree; or 5 years relevant experience with Graduate degree; or 4 years relevant experience with Doctorate degree

Field(s) of Education

*Business Management;
Development;*

*Socio-Economics Development;
Financial Management;*

*Economics/International Economics Rural
or other relevant field.*

(Field(s) of Education marked with an asterisk* are essential)

Certificates and/or Licenses

UNHCR Protection Learning Programme (PLP)

(Certificates and Licenses marked with an asterisk* are essential)

Relevant Job Experience

Essential

Technical competencies in sub-sectors relevant to livelihoods programming e.g. financial inclusion, employment, entrepreneurship, private sector development, local economic development, poverty reduction, agriculture, livestock, vocational and technical education, and training, etc. Experience in facilitating the economic inclusion of vulnerable and marginalized groups and managing and advising on development processes in collaboration with internal and external stakeholders, ideally in varied field contexts. Experience in working with and developing partnerships with private sector, NGOs, UN organisations, development actors, and government authorities in sub-sectors relevant to livelihood programming e.g. financial inclusion, employment, entrepreneurship, private sector development, local economic development, poverty reduction, agriculture, livestock, vocational and technical education and training, etc. Experience in conducting sector assessments using quality social-science methods and tools, and in developing at least one comprehensive multi-year strategic plan for livelihoods support.

Desirable

Experience with UNHCR policies and standards.

Functional Skills

*LV-Microfinance and Banking sector analysis
LV-Livelihood Project Development and Implementation
MG-Project Management
MG-Management Planning
SO-Networking
CO-Drafting, Documentation, Data Presentation*

(Functional Skills marked with an asterisk* are essential)

Language Requirements

*For International Professional and Field Service jobs: **Knowledge of English and UN working language of the duty station if not English.***

*For National Professional jobs: **Knowledge of English and UN working language of the duty station if not English and local language.***

*For General Service jobs: **Knowledge of English and/or UN working language of the duty station if not English.***

6. Competency Requirements

All jobs at UNHCR require six core competencies and may also require managerial competencies and/or cross-functional competencies. The six core competencies are listed below.

Core Competencies

Accountability

Communication

Organizational Awareness

Teamwork & Collaboration

Commitment to Continuous Learning

Client & Result Orientation

Managerial Competencies

Empowering and Building Trust
Judgement and Decision Making
Managing Resources

Cross-Functional Competencies

Analytical Thinking
Planning and Organizing
Stakeholder Management

All UNHCR workforce members must individually and collectively, contribute towards a working environment where each person feels safe, and empowered to perform their duties. This includes by demonstrating no tolerance for sexual exploitation and abuse, harassment including sexual harassment, sexism, gender inequality, discrimination, and abuse of power.

As individuals and as managers, all must be proactive in preventing and responding to inappropriate conduct, support ongoing dialogue on these matters and speaking up and seeking guidance and support from relevant UNHCR resources when these issues arise.

This is a Standard Job Description for all UNHCR jobs with this job title and grade level. The Operational Context may contain additional essential and/or desirable qualifications relating to the specific operation and/or position. Any such requirements are incorporated by reference in this Job Description and will be considered for the screening, shortlisting and selection of candidates.