



**UNHCR**

United Nations High Commissioner for Refugees  
Haut Commissariat des Nations Unies pour les réfugiés

## **Terms of Reference for the post of Assistant High Commissioner for Protection (AS-G level)**

The Assistant High Commissioner for Protection (AHC-P) reports directly to the High Commissioner. S/he assists and guides the High Commissioner in the promotion and exercise of the Office's protection mandate. The AHC-P exercises oversight responsibility for UNHCR's global protection activities and for the development of protection policy and doctrine implemented through programme delivery throughout the organization, and ensures effective functional links between Headquarters-based protection services and field operations.

### **Accountabilities**

- UNHCR is the global authoritative voice within the United Nations system on international law and policies for the protection of populations of its concern, including refugees and stateless persons by virtue of the mandates conferred upon it by the United Nations General Assembly, as well as internally displaced persons within the collaborative framework established by the United Nations system;
- UNHCR's protection policies, standard and doctrines are of high quality and relevant to its operations around the world, as well as to governments, the judiciary and other external stakeholders;
- The protection strategies and priorities defined by the Divisions and Regional Bureaux of UNHCR conform with its global protection priorities and the corporate vision of the Organization;
- The Organization's views are effectively represented in bilateral, multi-lateral and inter-agency fora where the AHC-P is delegated to participate on behalf of the High Commissioner.

### **Responsibilities**

- Advise and assist the High Commissioner, as the member of UNHCR's Executive Management structure specifically charged with protection responsibilities, in the formulation and interpretation of policy and strategies to realize UNHCR's protection mandate consistently and effectively, and in a results-based framework;
- Ensure that protection receives the necessary priority in the overall policy formulation, strategic planning and resource allocation of the Organization, and is integrated into all aspects of the management and delivery of operations, and the realization of solutions;

- Maintain a regular dialogue with directors to provide guidance and advice on protection strategies and accompanying frameworks, and ensure Bureaux and field operations obtain timely and sound protection support and advice;
- Undertake, in consultation with the Regional Bureaux, selective reviews of regional refugee situations with particular focus on promoting consistent implementation of protection objectives within and across regions;
- Direct the development of protection policy in UNHCR, with appropriate emphasis on rights and needs relating to gender, age and diversity, as well as the promotion of solutions for those of concern;
- Direct the development of a clear management and accountability framework for the performance of the protection function in the field;
- Pursue effective partnerships and strategic alliances in support of the effective delivery of protection, including within the United Nations system, with other international organizations, and with non-governmental entities, in particular in the context of relevant reforms relating to humanitarian action and human rights;
- Represent the High Commissioner, as required, on protection matters in multi-lateral and bilateral fora;
- Participate as a principal in various senior management bodies of the organization.

#### **Authorities**

- Approve, under the overall guidance of the High Commissioner, policies, standards and tools to be issued in the areas under the AHC-P's purview;
- Approve protection strategies and priorities across regions, including initiatives and actions to be undertaken for the achievement of the Divisions' and Bureaux' priorities;
- Conclude, on behalf of UNHCR, global agreements related to protection, notably in the form of Memoranda of Understanding.

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