

UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES
UNOPS VACANCY NOTICE

Title of Position: Protection Associate (Community Based)
Position Number: UNOPS - Individual Contractor Agreement
Category & Level: Local UNOPS, LICA-6
Location: Gaziantep
Effective date: As soon as possible
Duration: Initially until 31 December 2018
Closing Date: **09 February 2018**

PREAMBLE

The international obligations of Turkey and its national legislative framework on asylum have shaped the form of the current collaboration with UNHCR. During the last 56 years, UNHCR and Turkey have been working together in close partnership. Turkey has provided the asylum space for persons seeking refuge, and UNHCR has assisted Turkey to determine who is in need of international protection and to enable access to rights by these persons. As the main partner of the Turkish State in the field of international protection, UNHCR Turkey continues to provide legislative and technical support as well as institutional capacity building support to the Directorate General of Migration Management (DGMM) and other national institutions. UNHCR also provides support to various line ministries as well as to municipalities and provincial authorities. Activities include the provision of high education support, support to livelihoods and employment as well as winterization assistance through cash-based initiatives for vulnerable refugees.

As regard Syrian nationals who are hosted in Turkey under a Temporary Protection (TP) framework for Syrian nationals, refugees and stateless, UNHCR's work is to support the authorities through the provision of technical assistance and strong public advocacy for enhanced responsibility sharing.

UNHCR in Turkey also registers asylum-seekers, conducts RSD under the Mandate of the High Commissioner for all non-Europeans (with the exception of Syrians), intervenes to strengthen the protection environment and access to social support mechanisms, and endeavors to find durable solutions for the most vulnerable amongst those who are recognized as refugees provided they meet the criteria of the resettlement countries.

UNHCR in Turkey operates through a branch office in Ankara, with field offices in Gaziantep, Istanbul and Van, as well as field units.

To find our more information about UNHCR, please visit our [website](#).

ORGANIZATIONAL CONTEXT

The Protection Associate (Community-Based) is a member of the Protection Unit in Gaziantep and reports to the Protection Officer (Community Based), or another more senior staff member in the Protection Unit.

Under the overall direction of the Protection Unit, and in coordination with other UNHCR staff, government, NGO partners and other stakeholders, the Protection Associate (Community-Based) works directly with communities of concern to identify the risks they face and to leverage their capacities to protect themselves, their families and communities.

To fulfil this role the Protection Associate (Community-Based) is required to spend a substantial percentage of her/his time working outside the office, building and maintaining networks within communities of persons of concern. The development and maintenance of constructive relationships with persons of concern that measurably impact and enhance protection planning, programming and results forms the core of the work of the Protection Associate (Community-Based). The incumbent also supports the designing of a community-based protection strategy by ensuring that it is based on consultation with persons of concern.

FUNCTIONAL STATEMENT

Accountabilities

- The protection of populations of concern is met through the application of international and national law, relevant UN/UNHCR protection standards and IASC principles
- The participation of persons of concern is facilitated through supporting participatory, rights and community based approaches
- Effective support and advice is provided to promote AGD sensitive analysis of community risks and capacities as the essential basis for all of UNHCR's work.
- AGD sensitive analysis of community risks and capacities provides the essential basis for all of UNHCR's work.
- National protection capacities are improved through direct engagement, research and advocacy with all relevant external interlocutors.

Responsibilities

- Assist functional units, the Multi-Functional Team (MFT) and senior management to integrate participatory and community-based approaches in the overall protection delivery strategy and operational procedures.
- Through relationships with persons of concern and network of partners stay abreast of political, social, economic and cultural developments that have an impact on the protection environment and provide advice to the protection team.
- Understand the perspectives, capacities, needs and resources of the persons of concern and advise the protection team accordingly, highlighting the specific protection needs of women and men, children, youth and older persons, persons with disabilities and marginalized groups.
- Work with host communities to identify opportunities for national civil society involvement in improving the protection of persons of concern.
- Work with implementing and operational partners including FSP and municipalities and partners as well as with displaced and local communities to develop community-owned activities to address, where applicable, the social, educational, psycho-social, cultural, health, organizational and livelihood concerns as well as child protection, prevention and response to SGBV and social cohesion interventions. Assist in the analysis that identifies the capacities of communities of concern and risks they face.
- Support participatory assessments by multifunctional teams and ongoing consultation with persons of concern including outreach.
- Assist in planning and monitoring of programmes and budgets, with an AGD perspective.
- Build office capacity for community-based protection through training and establishing systems for community mobilization and participation of persons of concern.
- Support communities in establishing representation and coordination structures.
- Ensure community understanding of UNHCR's commitment to deliver on accountability and quality assurance in its response.
- Act as interpreter in exchange of routine information, contribute to related liaison activities and respond directly to routine queries.

ESSENTIAL MINIMUM QUALIFICATIONS, PROFESSIONAL EXPERIENCE AND REQUIRED COMPETENCIES

- **Education**
 - Completion of the Secondary education. Training in International Development, Cultural Studies, Human Rights, International Social Work, Social Science, Political Science, Anthropology, International Law or other clearly related disciplines is required.
- **Work Experience**
 - Minimum 3-6 years of previous job experience relevant to the function. (Advanced University degree and/or Master's degree may be considered towards work experience)
- Fluency in English and Turkish.
- Computer skills (MS Office, including Excel, Word, PowerPoint).
- Judgement and Decision Making

- Analytical Thinking
- Political Awareness
- Planning and organizing skills

DESIRABLE QUALIFICATIONS & COMPETENCIES

- Good knowledge of UNHCR's protection mandate and operations
- Knowledge of another relevant UN language
- Arabic language skills is an asset

ELIGIBILITY

Candidates must be legally present in Turkey at the time of application, recruitment and hire. Non-Turkish citizens are required to submit a valid Turkish residence permit at application to be considered.

SUBMISSION OF APPLICATIONS

If you wish to be considered for this vacancy, please submit your [Personal History Form \(P11\)](#) and its [supplementary pages](#), motivation letter, CV and Turkish residence permit (in case of foreign nationals) by e-mail with "Your LAST name – Protection Associate (Community Based) – Gaziantep (UNOPS)" in the subject line to: TURANREC@unhcr.org by **09**

February 2018

Shortlisted candidates may be required to sit for a written test. Only short-listed candidates will be notified. No late applications will be accepted.

UNHCR/UNOPS does not charge a fee at any stage of the recruitment process (application, interview meeting, processing, training or any other fees).

REMUNERATION

A competitive compensation and benefits package is offered. Local UNOPS net monthly salaries are between TRY 6,129.00 and TRY 7,700.00 depending on experience. Please visit [UNOPS portal](#) to find out more about the organization and remuneration package.