

TERMS OF REFERENCE (Individual Contractor Agreement)

Title:	Protection Associate
Project:	Addressing gaps in the UASC qualification of guardians and representatives and identifying particular challenges in the situation of UASC from Afghanistan
Duty station:	Berlin
Section/Unit:	UNHCR Germany
Contract/Level:	Local ICA Specialist, Level 6
Duration:	01/10/2017-31/03/2019
Supervisor:	Assistant Legal Officer

1. General Background of Project / Assignment

The United Nations High Commissioner for Refugees (UNHCR) is an intergovernmental organization with a mandate to protect refugees and stateless persons worldwide. UNHCR works with states, civil society organizations and other actors to address issues of concern which fall under its mandate. The UNHCR Office in Germany was opened in 1953 already and, today, is – based on findings through monitoring and cooperation with various stakeholders – advocating for a fair and efficient German asylum system, which is fully in compliance with international standards.

Children's rights are enshrined in international law, including in the United Nations Convention on the Rights of the Child, and are at the heart of UNHCR's protection mandate. Given the fact that asylum-seeking girls and boys face unique protection risks, responding to their specific needs is a key priority for the UNHCR. UNHCR's commitment to protect children of its concern is not only a moral imperative, but will also contribute to ensuring a better future for children, their families and communities.

In Germany, UNHCR has been engaging to improve the situation of asylum-seeking unaccompanied and separated children (UASC) for a number of years already. So far, the main focus of child-specific activities has been placed on advocacy for child-friendly reception, the provision of a child-appropriate asylum procedure and the training of guardians and case officers of the asylum authority re child-specific protection concerns. In line with UNHCR's priorities in Europe, the UNHCR in Germany, however, will now expand its child-related activities and undertake an 18-month project on the qualification of the representatives of UASC in Germany as well as research the specific situation of Afghan UASC in Germany.

2. Purpose and Scope of Assignment

Under the direct supervision of the Assistant Legal Officer, the Contractor shall be responsible for undertaking activities in the area of child protection of UASC (asylum

seekers and refugees) in Germany, in particular by addressing gaps in the UASC qualification of guardians and representatives and by identifying particular challenges in the situation of UASC from Afghanistan.

Gaps in the qualification of guardians will be addressed by developing training tools on asylum law and procedures as well as best interest assessment and determination. Scope and contents will be coordinated with youth welfare authorities and other actors in this field which already offer albeit limited and ad hoc training. The application of these tools will be promoted in practice through train-the-trainers seminars. Standard-setting for the qualification of guardians of UASC will be supported in particular with a view to best interest assessment and determination as well as the asylum procedure, including through suggestions for curricula. Through the close coordination with the different stakeholders it is ensured that the developed material will be used in practice and that the capacity for the regular updating of the material is ensured with partners and stakeholders, namely the federal youth welfare authorities (*Landesjugendämter*), the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) and one welfare organization. As some legal changes can be expected within the next years, a modular system for the training material is envisaged which facilitates updating and reprinting of training material.

The additional affiliated workforce would also allow UNHCR to undertake a survey on Afghan UASC in Germany in order to obtain a more detailed understanding of profiles and needs, including the factors which resulted in their arrival in Germany. The survey would also look into the challenges regarding their living situation and experiences in the asylum procedure in Germany. It is envisaged to conduct 40-50 qualitative interviews with Afghan UASC and former UASC living in youth welfare homes or foster families as well as five group discussions; for instance in Berlin, Hamburg, Bavaria, North Rhine-Westphalia, Lower Saxony or Baden Württemberg. The aim of the survey is twofold: The information compiled will be used for future planning of activities in this field. Additionally, it will be used for public information activities on the situation of Afghan UASC in Germany and the compiled recommendations should be used for advocacy in Germany as well as possibly in the European context (for which an English translation of a summary of the findings and its recommendations could be envisaged).

3. Monitoring and Progress Controls

The ICA holder will work in the premises of the UNHCR Berlin, make contributions as per the ToR and directly report to the Assistant Legal Officer. A regular monitoring of the Contractor's activities as well as progress controls will thus be guaranteed.

4. Final Product

With regard to addressing gaps in the UASC qualification of guardians and representatives:

- Development of training material for trainings of representatives of UASC
- Performance of train-the-trainer seminars for altogether approx. 40-50 persons

With regard to the identification of particular challenges regarding the situation of UASC from Afghanistan:

- Conducting 40-50 qualitative interviews of Afghan UASC and former UASC
- Five additional focus group discussions with Afghan UASC and former UASC
- Drafting of an internal report with the results of the survey as well as recommendations (in German and English), which can be then used for advocacy

5. Qualifications and Experience

a. Education (Level and area of required and/or preferred education)

- University degree in a related field.

b. Work Experience

- At least 3 years related job experience in one of the areas relevant for the job, such as working with UASC or with asylum seekers (procedural or legal counselling or advocacy)

c. Key Competencies

- Knowledge of the German child protection system
- Legal knowledge of the German asylum law
- Pedagogical knowledge or knowledge conducting surveys would be an asset
- Sound analytical skills
- Fluency in English and German
- Good drafting skills mainly in German but also in English are essential
- Familiarity with the work of UNHCR and its positions relevant for the implementation of the given project is an asset
- Excellent communication and negotiations skills
- Ability to work both in a team and independently and on own initiative
- Sound reporting skills
- Sound computer skills (able to operate MS Office software)
- Complies with UN core values

6. Closing Date

Please send an English motivation letter and CV to gfrbeapp@unhcr.org until Monday, 11 September 2017 (midnight German time). We would like to kindly ask you not to include a photo in your application.