



UNHCR

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

ACNUR

Alto Comisionado de las Naciones Unidas
para los Refugiados

Oficina Regional para el Sur de América Latina

Cerrito 836, 10º piso, Buenos Aires, Argentina
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Buenos Aires, November 5th 2019

Ref: 19/AF/388- Vacancy announcement for UNHCR National Office in Chile

Please note that this is an internal and external vacancy announcement

Post Title	Protection Officer
Post Level	NOC
Duty Station	Santiago, Chile
Closing Date	20 th November 2019 (inclusive)
Type of contract	Fixed Term Appointment (FTA) – initial appointment as soon as possible

Background:

The United Nations High Commissioner for Refugees was established on December 14, 1950 by the United Nations General Assembly. The agency is mandated to lead and co-ordinate international action to protect refugees and resolve refugee problems worldwide. Its primary purpose is to safeguard the rights and well-being of refugees. It strives to ensure that everyone can exercise the right to seek asylum and find safe refuge in another State, with the option to return home voluntarily, integrate locally or to resettle in a third country. It also has a mandate to help stateless people. In more than six decades, the agency has helped tens of millions of people restart their lives.

The Protection Officer reports to the Head of National Office in Chile. The incumbent may have direct supervisory responsibility for protection staff. The incumbent acts as an advisor to senior management in, when not responsible for, designing a comprehensive protection strategy under the area of responsibility (AoR). S/he represents the Organization to authorities, UN sister agencies, partners and other stakeholders on protection policy and doctrine. The Protection Officer coordinates quality, timely and effective protection responses to the needs of populations of concern under the AoR. S/he ensures that persons of concern of all age, gender and diversity groups are involved with the Office in making decisions that affect them, whether in accessing their rights or in identifying and implementing appropriate solutions to their problems. To undertake this role effectively, the incumbent will need to build and maintain effective interfaces with other relevant teams within the operation (including programme; PI and external relations; IM) and with DIP, communities of concern, authorities, protection and assistance partners as well as a broader network of stakeholders who can contribute to enhancing protection and achieving solutions.

Main duties and responsibilities:

- Provide technical guidance and support to UNHCR and partners on all protection related issues.
- Stay abreast of and report as relevant on legal political, social, economic and cultural developments that have an impact on the protection environment.
- Engage relevant national authorities and structures in identifying and expanding opportunities in view of developing or strengthening national asylum/RSD systems.
- Facilitate a consultative process with government counterparts, partners and persons of concern to develop and implement a comprehensive protection and solutions strategy addressing the specific protection needs of women and men, children, youth and older persons, persons with disabilities, persons of diverse sexual orientation and/or gender identities (LGBTI persons), persons living with HIV/AIDS; gender equality and Sexual and Gender Based Violence (SGBV) priorities with regard to these persons.
- ✓ Support senior management to ensure the protection strategy is fully integrated into the Country Operations Plan, the UN Development and Assistance Framework (UNDAF), the Humanitarian Country Team's common humanitarian response plan where applicable, as well as with the

implementation of the Global Compact on Refugees and the Three Year Strategy on Resettlement and Complementary Pathways.

- Promote relevant International, Regional and National Law and applicable UN/UNHCR and IASC policy, standards and codes of conduct and ensure that all sectors and /or in clusters in applicable operations fulfil their responsibilities in mainstreaming protection.
- Promote the implementation of the AGD policy, including UNHCR's updated commitments to women and girls, and, design, deliver I and monitor programmes on an AGD basis to address identified protection needs.
- Develop, implement and monitor community-based protection strategies and ensure systematic application and integration of participatory and community-based approaches in protection and solutions planning, programming and strategies.
- Support the establishment of feedback and response systems and the incorporation of feedback received from persons of concern into programme design and adaptation.
- Support the operation to develop and implement robust prevention, identification, and responses to fraud within protection processes and procedures, including registration, RSD, resettlement and complementary pathways, ensuring the integrity of interventions across all protection activities.
- Assist UNHCR management at country level to comply with polices and commitment on Protection from Sexual Exploitation and Abuse measures.
- Oversee and manage individual protection cases including those on SGBV and child protection.
- Provide legal advice and guidance on protection issues to internal and external interlocutors; ensure legal assistance is accessible to persons of concern; liaise with competent authorities to ensure the issuance of personal and other relevant documents to persons of concern (including women and others in need of civil documentation, in particular birth certificates).
- Monitor, and intervene in cases of refoulement, expulsion and other protection incidents through working relations with governments and other partners.
- Work to safeguard the rights of persons of concern in the context of mixed movements as relevant.
- Coordinate the preparation of, implement and oversee Standard Operating Procedures (SOPs) for all protection/solutions activities.
- Contribute to the coordination of the design, implementation and evaluation of protection related programming with implementing and operational partners.
- Build the protection capacity of national and local government, partners and civil society to assume their responsibilities vis-à-vis all persons of concern through protection training, mainstreaming and related activities.
- Coordinate capacity-building initiatives for communities and individuals to assert their rights.
- Advise and capacitate national authorities, relevant institutions and civil society to strengthen legislation and status determination procedures and mechanisms.
- Any other duties as required.

Essential minimum qualifications and professional experience required:

- **Nationality:** Chilean or naturalized.
- **Education:** University degree in Law, International Law, International Refugee Law, International Human Rights Law, International Humanitarian Law, Refugee and Forced Migration Studies, Political Sciences or another relevant field.
- **Job experience:** Minimum 4 years of relevant professional experience in the area of refugee protection, internal displacement, human rights or international humanitarian law, including experience in working directly with Field Offices. Good knowledge of International Refugee and Human Rights Law and ability to apply the relevant legal principles. Excellent legal research, analytical skills and drafting.
- **The minimum experience required based on the incumbent's degree** is as follows: 6 years relevant experience with Undergraduate degree; or 5 years relevant experience with Graduate degree; or 4 years relevant experience with Doctorate degree.
- **Language:**Excellent knowledge of English and Spanish is required

Desirable qualifications & competencies

- Diverse field experience
 - Good IT skills including database management skills.
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Submission of Applications:

- ✓ **Internal Candidates** (UNHCR staff members) shall submit fact sheet and letter of interest.
- ✓ **External Candidates** (non UNHCR staff members) shall submit their application via e-mail to **argbuadm@unhcr.org**. Kindly indicate: “**NOC Protection Officer NO Chile,**” in the subject line when applying by email including the following documents in PDF format:
 - Letter of Interest
 - Complete Curriculum Vitae
 - Copy of University degrees
 - Updated United Nations Personal History Form (download by clicking on the following link: <http://www.unhcr.org/recruit/p11new.doc>)
- ✓ Applications received after the closing date will not be considered.
- ✓ Only those candidates that are short-listed for interviews and tests will be contacted.