

UN VOLUNTEER DESCRIPTION OF ASSIGNMENT

ZMBR000060--Associate Protection Officer (Community-Based)

The United Nations Volunteers (UNV) programme is the UN organization that promotes volunteerism to support peace and development worldwide. Volunteerism can transform the pace and nature of development and it benefits both society at large and the individual volunteer. UNV contributes to peace and development by advocating for volunteerism globally, encouraging partners to integrate volunteerism into development programming, and mobilizing volunteers. In most cultures volunteerism is deeply embedded in long-established, ancient traditions of sharing and support within the communities. In this context, UN Volunteers take part in various forms of volunteerism and play a role in development and peace together with co-workers, host agencies and local communities. In all assignments, UN Volunteers promote volunteerism through their action and conduct. Engaging in volunteer activity can effectively and positively enrich their understanding of local and social realities, as well as create a bridge between themselves and the people in their host community. This will make the time they spend as UN Volunteers even more rewarding and productive.

General Information

| | |
|-----------------------|-----------------------------------|
| Country of Assignment | Zambia |
| Host Institute | UN High Commissioner for Refugees |
| Volunteer Category | International Specialist |
| Number of Volunteer | 1 |
| Duration | 24 Months |
| Duty Station | Kaoma |
| Assignment Place | Family Duty Station |

Assignment Place Remark

Assignment with family.

Living Conditions

Kaoma is the capital city of Kaoma District and is located approximately 460 kilometers (290 mi), by road, west of Lusaka, the capital of Zambia. In 2006, Kaoma's population was estimated at 14,200. The two neighboring districts are Nkeyema and Luampa. Kaoma is a small district town about 3km from the Great West Road between Kafue and Mongu, about 76km west of Kafue National Park. Though not close to Kafue, it's also only on the edge of the Western Province, so it is very much a gateway to the area. It has a post office, several guesthouses, some basic shops and local eateries, and two vital fuel stations. Kaoma has all the basic amenities in place.

Assignment Details

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Assignment Title

Associate Protection Officer (Community-Based)

Organizational Context & Project Description

The Office of the United Nations High Commissioner for Refugees UNHCR was established on December 14, 1950 by the United Nations General Assembly. The agency is mandated to lead and coordinate 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 four decades, the agency has helped tens of millions of people restart their lives. Today, a staff of some 7,685 people in more than 125 countries continues to help some 33.9 million persons.

UNHCR established a presence in Zambia since 1967 to assist in the protection of Angolan asylum seekers, initially. As of 2013, UNHCR has three offices in Zambia. Its Representation based in Lusaka and the two field offices Solwezi and Kaoma, in the North Western and the Western Provinces respectively. The main responsibility for UNHCR, in line with the statutory responsibilities, is to monitor the implementation of the 1951 Convention and promote mixed durable solutions for refugees and other Persons of concern. UNHCR discharges this role primarily by providing technical support and guidance to the Government on policy formulation and refugee matters. UNHCR also provides protection and assistance to 52,404 refugees and other persons of concern hosted in Zambia, through partnership with Implementing Partners and Government.

Community services are delivered by UNHCR and its partners in both settlements, namely the Ministry of Community Development and Social Welfare (MCDSW), in coordination with other stakeholder, especially the refugee Officer (RO), representative of the office of the commissioner for refugees (COR) from the Ministry of Home Affairs (MHA). The UNV Associate Community Services Officer will, under the direct supervision of the Senior Protection Officer and in coordination with the entire Protection Unit, be responsible for monitoring and evaluation of partner activities in this field, in particular child protection, SGBV and education.

Further, sexual and gender based violence continues to emerge as a serious area of concern in refugee communities. Culture of silence and traditional harmful practices continue to impede the mainstreaming of SGBV activities. Delayed justice discourages reporting of cases and erodes confidence in the justice system. Alcohol and substance abuse perpetuate the high rates of domestic violence. Women are reluctant to report abusive spouses who are also bread winners. Young women engage in survival sex, with child marriage, teen pregnancy and school drop outs still emerging as problems amongst girls. In 2014 UNHCR and Partners identified key community traditional leaders as community action teams and promoted male involvement in SGBV interventions and approaches. With the support of a GRZ/UN Joint Programme on SGBV, UNHCR revamped the community action teams to promote community engagement and participation and implementing IGAs for women. Like other Refugee Camps, Meheba and Mayukwayukwa settlements are host to many refugee children who are displaced and live with uncertain future. Some of these children are unaccompanied and separated (UASCs), while others present other forms of protection risks. Although UNHCR promotes fostering within the communities, very few community members are willing to foster children due to poor livelihood opportunities. Some children end up living in group homes or child headed households and depend on support from UNHCR and partners. Others are placed in institutional care such as the Meheba Children's Safe Haven for example. Displaced children are at a greater risk than adults of abuse, neglect, violence, exploitation, trafficking and/or gender based violence.

School dropout, early marriages, teen pregnancies, SGBV, substance abuse are all issues that require dedicated and

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sustained attention and that are closely interlinked and difficult to resolve in a situation where the refugee population is left idle, constrained by a lack of freedom of movement due to an encampment policy and the lack of right to work and where opportunities remain few. The UN Volunteer's work will entail community mobilization, community empowerment, child protection activities, SGBV response and prevention, education follow up amongst others.

Sustainable Development Goals 16. Peace, Justice and Strong Institutions

UNV Focus Area Securing access to basic social services

Task description

The UNV Associate Protection Officer (Community-Based) is part of the Community Services Unit in the Country Operation, which is an integral part of the Protection team. The incumbent reports to the Senior Protection Officer. The community services role, broadly described, is to act as a critical interface between UNHCR and communities of concern, providing an Age, Gender and Diversity (AGD) sensitive analysis of community risks and capacities that form the essential foundations to all UNHCR work in a given country context. Under the overall direction of the Protection Unit, and in coordination with other UNHCR staff, Government, NGO partners and other stakeholders, Community Services staff work directly with communities to leverage their capacities for community-based protection. To fulfil this role, the UNV Associate Community Services Associate, and all Community Services staff, are required to spend a substantial percentage of their time working outside of the office, building and maintaining networks within communities of persons of concern.

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.

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 as well as with displaced and local communities to develop community-owned activities to address, where applicable, the social, educational, psycho-social, cultural, health and mental health generally, organizational and livelihood concerns as well as child protection through Isibindi Pilot Project and prevention and response to SGBV.

Support the Field Office in strengthening case management procedures for child protection and capacity building on child protection, including best interest processes;

Support and provide technical capacity building, supervise and monitoring the promotion of livelihood activities for SGBV survivors and other risk groups;

Assist in analysing protection risks and capacities of communities of concern.

Support participatory assessments by multifunctional teams and ongoing consultation with persons of concern.

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 participatory assessments by multifunctional teams and ongoing consultation with persons of concern and identify SGBV/CP risk groups;

Assist in technical capacity building, monitoring partners and community outreach workers in the implementation of

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SGBV/CP interventions/activities;

Work with host communities to identify opportunities for national civil society involvement in improving the protection of persons of concern;

Pay attention and facilitate the delivery of services for persons with disabilities.

Assist the office in the implementation of education programs (primary, secondary, tertiary and non-formal education);

Assist the office in the identification and development of strong and innovative partnership in education.

Furthermore, UN Volunteers are required to:- Strengthen their knowledge and understanding of the concept of volunteerism by reading relevant UNV and external publications and take active part in UNV activities (for instance in events that mark International Volunteer Day)- Be acquainted with and build on traditional and/or local forms of volunteerism in the host country- Reflect on the type and quality of voluntary action that they are undertaking, including participation in ongoing reflection activities- Contribute articles/write-ups on field experiences and submit them for UNV publications/websites, newsletters, press releases, etc.- Assist with the UNV Buddy Programme for newly-arrived UN Volunteers- Promote or advise local groups in the use of online volunteering, or encourage relevant local individuals and organizations to use the UNV Online Volunteering service whenever technically possible.

Results/Expected Outputs

Effective support and advice is provided to promote AGD sensitive analysis of community risks and capacities as the essential basis for all UNHCR's work.

Support and advice is provided to establishing community activities, which address the social, cultural, and livelihood needs of populations of concern.

Support and advice is provided to involve the host community in the protection of persons of concern.

Regular field visits conducted and comprehensive assessment reports on beneficiaries' needs provided.

Verification of beneficiaries' accessibility of services provided by the implementing partners for community related activities.

Analysis of beneficiaries' progress towards complete self-reliance done and provided to UNHCR Community Services Unit.

Inputs on all community services related activities provided to Country Operational Plan (COP), Mid-Year Report, Year-End Report and to donor reports

The development of capacity through coaching, mentoring and formal on-the-job training, when working with (including supervising) national staff or (non-) governmental counterparts, including Implementing Partners (IPs).

Age, Gender and Diversity (AGD) perspective is systematically applied, integrated and documented in all activities throughout the assignment.

A final statement of achievements towards volunteerism for development during the assignment, such as reporting on the number of volunteers mobilized, activities participated in and capacities developed.

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throughout the assignment • A final statement of achievements towards volunteerism for peace and development during the assignment, such as reporting on the number of volunteers mobilized, activities participated in and capacities developed

Qualifications/Requirements

Required Degree Level Master degree or equivalent

Education - Additional Comments

Completion of Protection related learning programmes or trainings

Completion of PLP (Protection learning Programme) is an asset

Excellent communication skills, including report writing in English

Diverse field experience

Excellent knowledge in MS word, Excel and database management

Ability to engage with and mobilize target communities, partners and stakeholders

Proactive and able to work in a team

Years of Required Work 36 months

Experience

Experience Description

Relevant job experience in refugee protection/humanitarian sector, community development or social work.

Language Skills

- English (Mandatory) , Level - Fluent

DoA Expertise

- Protection of refugees, asylum seekers and IDPs (Mandatory)

Additional Requirements for Area of Expertise

- Integrity and professionalism: demonstrated expertise in area of specialty and ability to apply good judgment; high degree of autonomy, personal initiative and ability to take ownership; willingness to accept wide responsibilities and ability to work independently under established procedures in a politically sensitive environment, while exercising discretion, impartiality and neutrality; ability to manage information objectively, accurately and confidentially; responsive and client-oriented.
- Accountability: mature and responsible; ability to operate in compliance with organizational rules and regulations.
- Commitment to continuous learning: initiative and willingness to learn new skills and stay abreast of new developments in area of expertise; ability to adapt to changes in work environment.

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- Planning and organizing: effective organizational and problem-solving skills and ability to manage a large volume of work in an efficient and timely manner; ability to establish priorities and to plan, coordinate and monitor (own) work; ability to work under pressure, with conflicting deadlines, and to handle multiple concurrent projects/activities.
- Teamwork and respect for diversity: ability to operate effectively across organizational boundaries; ability to establish and maintain effective partnerships and harmonious working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity and gender;
- Communication: proven interpersonal skills; good spoken and written communication skills, including ability to prepare clear and concise reports; ability to conduct presentations, articulate options and positions concisely; ability to make and defend recommendations; ability to communicate and empathize with staff (including national staff), military personnel, volunteers, counterparts and local interlocutors coming from very diverse backgrounds; ability to maintain composure and remain helpful towards the staff, but objective, without showing personal interest; capacity to transfer information and knowledge to a wide range of different target groups;
- Flexibility, adaptability, and ability and willingness to operate independently in austere, remote and potentially hazardous environments for protracted periods, involving physical hardship and little comfort, and including possible extensive travel within the area of operations; willingness to transfer to other duty stations within area of operations as may be necessary;
- Genuine commitment towards the principles of voluntary engagement, which includes solidarity, compassion, reciprocity and self-reliance; and commitment towards the UN core values.

Need Driving Licence No

Conditions of Service and other information

Condition of Service [Click here to view Conditions of Service](#)

Conditions of Service for International Specialist:

The contract lasts for the period indicated above with possibility of extensions subject to availability of funding, operational necessity and satisfactory performance. However, there is no expectation of renewal of the assignment.

A UN Volunteer receives a Volunteer Living Allowance (VLA) which is composed of the Monthly Living Allowance (MLA) and a Family Allowance (FA) for those with dependents (maximum three).

The Volunteer Living Allowance (VLA) is paid at the end of each month to cover housing, utilities, transportation, communications and other basic needs. The VLA can be computed by applying the Post-Adjustment Multiplier (PAM) to the VLA base rate of US\$ 1,587. The VLA base rate is a global rate across the world, while the PAM is duty station/country-specific and fluctuates on a monthly basis according to the cost of living. This method ensures that international UN Volunteers have comparable purchasing power at all duty stations irrespective of varying costs of living. The PAM is established by the International Civil Service Commission (ICSC) and is published at the beginning of every month on the ICSC website <http://icsc.un.org>.

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For example, kindly enter the link [Calculator](#)

In non-family duty stations that belong to hardship categories D or E, as classified by the ICSC, international UN Volunteers receive a Well-Being Differential (WBD) on a monthly basis.

Furthermore, UN Volunteers are provided a settling-in-grant (SIG) at the start of the assignment (if the volunteer did not reside in the duty station for at least 6 months prior to taking up the assignment) and in the event of a permanent reassignment to another duty station.

UNV provides life, health, permanent disability insurances as well as assignment travel, annual leave, full integration in the UN security framework (including residential security reimbursements).

UN Volunteers are paid Daily Subsistence Allowance at the UN rate for official travels, flight tickets for periodic home visit and for the final repatriation travel (if applicable). Resettlement allowance is paid for satisfactory service at the end of the assignment.

UNV will provide, together with the offer of assignment, a copy of the Conditions of Service, including Code of conduct, to the successful candidate.

Application Code ZMBR000060-2119

Application procedure

** Not yet registered in the UNV Talent Pool?*

Please first register your profile at <https://vmam.unv.org/candidate/signup>. Important: After creating your account, complete all sections of your profile and submit it. Then go to 'My Page' at <https://vmam.unv.org/candidate/mypage> and click on the 'Special Calls' hyperlink. Lastly, select the special call to which you would like to apply.

** Already registered in the UNV Talent Pool?*

Please first update your profile at <https://vmam.unv.org/candidate/profile>. Then go to 'My Page' at <https://vmam.unv.org/candidate/mypage> and click on the 'Special Calls' hyperlink to select the special call to which you would like to apply.

This assignment is funded by JICA, and only former Japan Overseas Cooperation Volunteers (JICA-JOCV) who could get recommendation by JICA-JOCV Secretariat are eligible to apply. Please check your application eligibility here: JICA

Application deadline: 30 June 2017

Disclaimer

United Nations Volunteers is an equal opportunity programme which welcomes applications from qualified professionals. We are committed to achieving diversity in terms of gender, nationality and culture.

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