

TERMS OF REFERENCE (Individual Contractor Agreement)

Title: Community-based Protection Officer
Project: Programme
Duty station: Galkacyo, Somalia
Section/Unit: Protection
Contract/Level: NOC/P3
Duration: 01 June 2014 – 31 December 2014
Supervisor: Senior Protection Officer – Periklis Kortsaris

1. General Background

(Brief description of the national, sector-specific or other relevant context in which the individual contractor will operate)

As part of UNHCR's plan to promote a more strategic, coherent and effective approach to UNHCR's solutions work, the UN High Commissioner for Refugees has made available additional resources in 2014 to support the implementation of solutions strategies in field operations. This "Seeds for Solutions" initiative provides an important opportunity for operations, such as the one in Somalia, that face large scale displacement of protracted nature and require a robust approach to their resolution. UNHCR Somalia participates in the "Seeds for Solutions" initiative with activities in Mogadishu, Galkacyo and Hargeisa. Broadly speaking, the projects in Galkacyo (Puntland) and Hargeisa (Somaliland) relate to the conduct of profiling/participatory assessments on solution-related needs for IDPs and other persons of UNHCR concern and the identification and implementation of small-scale community-based/empowerment projects in order to expand services and facilitate access of displaced communities to allow for social integration. The implementation period is seven months (01/6-31/12/2014) and depending on outcomes, the project may be extended in 2015.

Participatory surveying is crucial for the successful implementation of the initiative. To ensure community participation and ownership throughout the process, UNHCR Somalia is planning to recruit a Somali national on TA (NOC/P3), who will be a dedicated community-based protection officer. S/he will be based in Galkacyo but will, also, conduct missions to Hargeisa, as necessary.

2. Purpose and Scope of Assignment

(Concise and detailed description of activities, tasks and responsibilities to be undertaken, including expected travel, if applicable)

I. Implementation of community-based protection activities

1. Contribute to defining appropriate interventions that address community participation and ownership throughout the implementation of the initiative, according to UNHCR policies.
2. Contribute to strategies and activities related to community outreach, mobilization and participation mainly with regards to comprehensive solutions for POC.

3. Provide technical support to relevant actors involved in the project to ensure sound delivery of outcomes.
4. Participate in consultative processes with government counterparts, partners and persons of concern and community leaders to develop and implement community-based strategies with regards to the implementation of the seeds for solution project.
5. Establish links and ensure effective co-ordination with humanitarian and development actors working on protection and solutions.
6. Establish multi-functional teams in Galkayo and Hargeisa to include UNHCR staff, partners, local authorities and the community.
7. Support the implementation of participatory assessments and profiling exercises and maintain on-going consultation with persons of concern using multifunctional teams.

II. Advocacy

1. In collaboration with other actors, assist in developing initiatives to ensure regular and consistent advocacy on community concerns in relation to UNHCR's Seeds for Solutions project.

III. Training and Capacity Building

1. Work with partners to identify capacity building/training needs.
2. Build the capacity of staff, partners, local authorities and communities on community based protection through training and the establishment of systems for community mobilization and participation of persons of UNHCR concern.

3. Monitoring and Progress Controls

(Clear description of measurable outputs, milestones, key performance indicators and/or reporting requirements which will enable performance monitoring).

1. In close collaboration with the programme and protection unit, co-ordinate project activities in Galkayo and Hargeisa to ensure harmonized approaches.
2. Support UNHCR Somalia's programme staff in the monitoring of relevant activities of potential partners in the context of the initiative's implementation.

4. Qualifications and Experience

(List the required education, work experience, expertise and competencies of the individual contractor. The listed education and experience should correspond with the level at which the contract is offered.)

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

University degree in Social studies, Law, International Law, Political Science, International Relations, or related field.

b. Work Experience

(List number of years and area of required work experience. Clearly distinguish between required experience and experience which could be an asset.)

Three years job experience, preferably in related functional areas.

c. Key Competencies

(Technical knowledge, skills, managerial competencies or other personal competencies relevant to the performance of the assignment. Clearly distinguish between required and desired competencies)

- Possess excellent drafting and reporting skills.
- Good analytical and writing skills.
- Display good interpersonal skills and ability to comfortably work in a multi-cultural team.
- Possess excellent facilitation and co-ordination skills.

How To Apply

All applicants must apply online through the QUESTS-MIDA website. To start the application process, the applicants are required to register an account with the MIDA website. Go to login and register as a user, then fill the form and create a password to enter in the applications section.

Only Short-listed candidates will be informed of the status of their application.

If you encounter any problems when applying, please send an email to quests-mida@iom.int.