The Protection Associate normally reports to the Protection Officer or the Senior Protection Officer. The incumbent monitors protection standards, operational procedures and practices in protection delivery in line with international standards and provides functional protection support to information management and programme staff. The Protection Associate is expected to coordinate quality, timely and effective protection responses to the needs of populations of concern (PoC) and identify opportunities to mainstream protection methodologies and integrate protection safeguards in operational responses in all sectors. S/he contributes to designing a comprehensive protection strategy and liaises externally with authorities and partners on protection doctrine and policy as guided by the supervisor.

The Protection Associate also ensures that PoC are involved in making decisions that affect them, whether in accessing their rights or in identifying appropriate solutions to their problems. To achieve this, the incumbent will need to build and maintain effective interfaces with communities of concern, local authorities and protection and assistance partners.

The candidate preferably should have experience in working with persons in displacement settings, especially with regards to child protection interventions. This includes ability to understand or have knowledge on Best Interest Procedures and especially conducting BIA/BIDs, as well as on safe identification and referral to multi-sectoral services and long-term solutions for children facing abuse, violence and neglect, as well as psychosocial interventions targeting children. The candidate should demonstrate awareness on the needs of different groups, with a focus on children with disabilities and unaccompanied and separated children. H/she should demonstrate analytical and reporting skills, be able to proactively plan and follow-up on individual cases, as well as work with communities, refugees, internally displaced persons and UNHCR partner agencies.

The candidate should be a strong team player, being able to work with people of different backgrounds and in a multicultural environment. H/she should have very good communication skills, being able to tailor communication to the different target groups, especially children. The candidate should have solid knowledge in Arabic and English languages, including good drafting skills.

The incumbent will undertake the following responsibilities under the direct supervision of the Associate Protection Officer at UNHCR Field Office Suleimaniyah.

Responsibility:

- Stay abreast of political, social, economic and cultural developments that have an impact on the protection environment.
- Consistently apply International and National Law and applicable UN/UNHCR and IASC policy, standards and codes of conduct.
- Assist in providing comments on existing and draft legislation related to PoC.
- Provide advice on protection issues to PoC; liaise with competent authorities to ensure the issuance of personal and other relevant documentation.
- Assist in conducting eligibility and status determination for PoC.
- Contribute to measures to identify, prevent and reduce statelessness.
- Contribute to a country-level child protection plan as part of the protection strategy.
- Contribute to a country-level education plan as part of the protection strategy.
- Monitor Standard Operating Procedures (SOPs) for all protection/solutions activities.
- Manage individual protection cases including those on SGBV and child protection. Monitor, and intervene in cases of refoulement, expulsion and other protection incidents.
- Assist in identifying durable solutions for the largest possible number of PoC through voluntary repatriation, local integration and where appropriate, resettlement.
- Contribute to the design, implementation and evaluation of protection related AGD based programming with implementing and operational partners.
- Facilitate effective information management through the provision of disaggregated data on PoC and their problems.
- Participate in initiatives to capacitate authorities, relevant institutions and NGOs to strengthen national protection related legislation and procedures.
- Assist the supervisor in prioritizing PoC for interview, counselling and propose protection support for individual cases.
- Assist the supervisor with enforcing compliance of local implementing partners with global protection policies and standards of professional integrity in the delivery of protection services.
- Assist the supervisor with enforcing compliance with, and integrity of, all protection standard operating procedures.
- Submit individual payments request for PoC for approval.
- Perform other related duties as required.

REQUIRED COMPETENCIES

Core Competencies:
- Accountability
- Communication
- Organizational Awareness
- Teamwork & Collaboration
- Commitment to Continuous Learning
- Client & Result Orientation

Managerial Competencies:
- Judgement and Decision Making

Cross-Functional Competencies:
- Negotiation and Conflict Resolution
- Political Awareness
- Stakeholder Management

ESSENTIAL MINIMUM QUALIFICATIONS AND PROFESSIONAL EXPERIENCE REQUIRED

- Six (6) years relevant experience with High school diploma.
- Knowledge of English and/or UN working language of the duty station if not English.

DESIRABLE QUALIFICATIONS & COMPETENCIES

- Protection Learning Programme.
- Certificates and/or Licenses in International Law, Political Science or other related field.
- IT-Computer Literacy.
- CL-Protection & Solutions Awareness.
- PR-Protection-related guidelines, standards and indicators.
- PR-Refugee Protection Principles and Framework.

Interested eligible applicants should apply through the provided link https://www.unhcr.org/iraq-jobs, attaching the New Personal History Form with a covering letter in English explaining their interest in the positions. Kindly note that only electronic applications submitted through the website will be considered.

Please note that longlisted candidates maybe requested to sit for a written test. Only short-listed applicants will be contacted, and engagement is needed immediately.