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UNITED NATIONS RELIEF AND WORKS AGENCY
FOR PALESTINE REFUGEES IN THE NEAR EAST
UNRWA



Vacancy Announcement

Protection and Neutrality Team Leader, P-4 Gaza

Deadline for Applications	23 January 2019 (9 January 2019 for internal applicants)
Duration	1 year, renewable; Appointment subject to funding confirmation
Vacancy Announcement Number	18-FO-GA-76

UNRWA is committed to achieving gender parity at all levels of staffing under the current UN-wide gender agenda and strongly encourages applications from qualified women.

UNRWA welcomes applications from qualified candidates with disabilities.

UNRWA, the largest United Nations operation in the Middle East with over 30,000 staff working across five areas of operation, is looking for highly committed professionals wishing to make a change.

Palestine refugees in Gaza

The Gaza Strip is home to a population of approximately 1.3 million Palestine refugees out of a population of around 1.9 million people. It has one of the highest population densities in the world. Recurrent conflict, restrictions on the movement of people and goods, political uncertainty, and dilapidated public infrastructure constitute the backdrop of a steadily declining socioeconomic situation. Gaza has been the subject of not only the occupation but also the blockade over the last ten years further reducing the possibilities for coping. UNRWA is the international organization responsible for the Palestine refugees and delivers education, health and mental health care, relief and social services, livelihood, microcredit and emergency assistance. UNRWA's responsibilities and role in Gaza are unique representing with over 12.500 staff in some 300 facilities involved in supporting all aspects of the life of the refugees.

Do you want to make a lasting difference?

If you are looking for a rewarding opportunity to make a tangible difference for one of the most vulnerable communities in the world, UNRWA would like to hear from you.

The main responsibilities include:

- Overseeing the leadership and management of the Protection Unit/Department through the

daily supervision of relevant staff and the development and implementation of annual work-plans and operational plans in order to complete agreed-upon tasks with adequate resource mobilization, administration and logistical matters; providing mentoring of other staff at the field office level on technical issues related to protection and neutrality as needed;

- Leading the development and implementation of the protection strategy – both prevention and response – and operational measures to address protection issues at the field level in particular by providing technical guidance in support of programmes and other interlocutors in accordance with the Agency's protection policy, framework and priorities to make sure that protection principles and standards are mainstreamed through UNRWA services through the programme cycle and the protection needs of Palestine refugees are addressed;
- Acting as the technical focal point on all matters relating to neutrality in the field office in line with Agency policies and frameworks ensuring that the concept is widely understood within the office and that related training and SOPs remain relevant; playing a key role in identifying potential neutrality concerns before they become a concern by, amongst other things, ensuring regular comprehensive installation inspections by senior programme area staff and overseeing spot-check visits for the most serious neutrality violations;
- Providing coordination on all protection matters including the facilitation of protection coordination mechanisms and relevant working groups at the field and area level, and representing UNRWA in external Protection Clusters and other relevant coordination fora and with external protection partners including UNHCR, OHCHR, UNICEF and NGOs;
- Providing technical guidance – in particular to programmes - on neutrality and protection matters including general protection, gender, gender-based violence, child protection and disability in accordance with Agency policies, frameworks, strategies and guidelines and ensuring their implementation at the field level. This includes the translation of these approaches through in particular supporting programmes in the development of practical field-based guidelines, manuals, user-friendly tools, procedures, etc. for staff to apply in their day-to-day work as well as capacity building, quality assurance and monitoring and assessment of results and outcomes on protection. These field-based approaches shall build upon – and not replace – those already developed by programmes and ensure consistency between fields;
- Leading the monitoring, documentation and reporting - as required - on external protection incidents, patterns and trends and providing analysis with the production of reports and other products so appropriate responses are implemented either through referral internally to UNRWA services or through advocacy (oversees data collection and other information management systems in this regard);
Conducting advocacy based upon neutrality and protection analyses and messages with a range of different interlocutors including private advocacy meetings, field briefings and public advocacy and communication activities.

Conditions of service

UNRWA offers an attractive and competitive compensation package including annual salary starting for **\$71,332** net tax free, plus post adjustment of **51.9%** (subject to change without notice). Other benefits, subject to eligibility, include:

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| ✓ Dependency allowances | ✓ Pension fund entitlements under the UN Joint Staff Pension Fund |
| ✓ Rental subsidy | ✓ International health insurance; optional life insurance |
| ✓ Education grant for children | ✓ Disability protection |
| ✓ Home leave travel | |
| ✓ 6 weeks (30 working days) annual leave | |

Additional benefits available to staff working in Gaza:

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| ✓ Hardship allowance | ✓ Family visit travel |
| ✓ Non-family service allowance | ✓ Support for settling-in of staff members' families in nearby locations* |
| ✓ R&R leave (currently every 8 weeks) | |

* While Gaza is a **non-family duty station**, eligible staff members may set up a second household in a nearby location to have their family nearby. However, Gaza remains the official duty station with any travel outside the duty station being subject to management approval and in accordance to office practices to ensure international staff presence in Gaza at all times.

To qualify for this position, you will need:

- Education** An advanced university degree (Master's or equivalent) from an accredited educational institution in law, political or social sciences, or related field; a first-level university degree in combination with two additional years of qualifying experience may be accepted in lieu of an advanced university degree; a first-level university degree in combination with two additional years of qualifying experience may be accepted in lieu of an advanced university degree;
- Work experience** A minimum of eight years of progressively responsible and relevant experience, including the supervision and management of protection interventions and projects as part of humanitarian operations at the field level, including two years of relevant experience at international level outside one's home country;
Demonstrable knowledge and understanding of humanitarian protection and neutrality policies and approaches;
- Language(s)** Excellent command of written and spoken English.

Desirable qualifications:

- Working knowledge of Arabic.

You will also need to demonstrate the following competencies:

UN Core Values of Professionalism, Integrity and Respect for Diversity and Core Competencies of Communication, Working with People and Drive for Results apply by default. Default managerial competencies may apply.

- Leading and Supervising
- Applying Technical Expertise
- Persuading and Influencing
- Planning and Organizing
- Excellent analysis skills
- Communication skills
- Negotiations skills

For guidance on how to prepare for competency-based interviews:

<https://careers.un.org/lbw/home.aspx?viewtype=AYI>

Who we are

For almost 70 years, the United Nations Relief and Works Agency for Palestine (UNRWA) has been working on the ground in five fields of operations in Jordan, Lebanon, Syria, West Bank and the Gaza Strip providing direct assistance and protection for some 5 million Palestine refugees in the Middle East. UNRWA is mandated by the UN General Assembly to provide this assistance and its mission is to help Palestine refugees achieve their full potential in human development until there is a just and lasting solution for their plight. UNRWA restores safety, dignity and hope to millions who have been uprooted by conflict with services encompassing education, health care, relief and social services, camp infrastructure and improvement, microfinance and emergency assistance.

For more details on UNRWA, please visit: <https://www.unrwa.org/>

How to apply

To start the application process, applicants are required to register at <http://jobs.unrwa.org> by creating a personal profile and completing UNRWA Personal History Form. Only applications received through <http://jobs.unrwa.org> will be considered. Due to the large number of applications received for UNRWA vacancies, only applicants short-listed for interview will be contacted. **The United Nations does not charge fees at any stage of the recruitment process. The United Nations does not concern itself with information related to bank accounts.**

General information

UNRWA staff are expected to uphold the highest standards of integrity, neutrality and impartiality at all times. This includes respect for and commitment to human rights, diversity, and non-violent means of dealing with all kinds of conflict. Only persons who fully and unconditionally commit to these values should consider applying for UNRWA jobs. UNRWA is a non-smoking work environment.

The Agency reserves the right not to make an appointment, to make an appointment at a lower grade, or to make an appointment with a modified job description.

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