

**UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES (UNHCR)
INTERNAL / EXTERNAL VACANCY ANNOUNCEMENT
Vacancy Notice No. BEL/001/2021**

Title of Post	Senior Durable Solutions Assistant	Category/grade	General Service, G5
Post Number	10025736	Type of contract	Fixed-Term Appointment
Location	Belmopan, Belize	Date of Issue	27 January 2021
Effective date of assignment	16 February 2021	Closing Date	09 February 2021

Operational Context:

Belize is a State party to the 1951 Convention relating to the Status of Refugees and its 1967 Protocol. Belize also acceded to both Statelessness Conventions.

In the 1980s and 1990s, Belize received between 20,000 and 30,000 persons fleeing the civil wars in El Salvador and Guatemala. This flow subsided towards the turn of the century after peace accords were signed in these countries. However, in the last ten years, heightened violence in the Northern Triangle of Central America at the hands of transnational criminal organizations has caused new displacement and Belize has once again become an important country of asylum in the region.

In light of this, there is an urgent need for UNHCR to reinforce its protection activities in Belize, assisting the government in identifying and registering asylum-seekers, ensuring protection against refoulement and access to fundamental rights for the growing population of concern, developing integration opportunities for asylum seekers and refugees, and increasing the capacity of the Government. Due to the limited resources and capacity of the Government, in recent years, UNHCR has provided RSD training to government officials in Belize, including members of the newly reactivated Refugee Eligibility Committee. Beginning in October 2015, UNHCR deployed a protection team to support the Government of Belize as it began processing asylum claims through its Refugee Eligibility Committee.

In addition to providing technical expertise for the processing of asylum claims, UNHCR is conducting training to government officials, developing in collaboration with the Government updated SOPs for asylum-seekers' registration. UNHCR facilitates registration of new asylum-seekers, advocate for the release of detained asylum seekers, and conducts public education activities in rural migrant communities. UNHCR also recruits local volunteers to assist with conducting intakes and facilitate registration of asylum-seekers.

Since the reactivation of the RSD procedure in 2015, the number of persons seeking protection in Belize has risen 12-fold with now over 3000 Central American asylum-seekers registered in the country. With intensifying violence and instability in the NTCA, and the renewed and visible presence of UNHCR in Belize, it is expected that the number of persons seeking asylum in Belize will continue to rise. The Government announced at the beginning of April 2016 that it will open a new Refugee Department with

national eligibility officers to begin conducting RSD. In this regard, UNHCR was requested to assist in the submission of a staffing and infrastructure needs proposal for the Refugee Department.

These protection activities need to continue and be reinforced, and as the population of concern grows, additional activities related to local integration and durable solutions must be developed. Moreover, the transnational character of the criminal activity that afflicts these countries, and the resulting deteriorating conditions and displacement, require a collective response in the region. Partnership is needed between all governmental and civil society actors involved in the refugee crisis in order to ensure that persons in need of international protection are identified, have access to fair and efficient asylum procedures, and are able to achieve durable solutions.

The Senior Durable Solutions Assistant normally reports to the Head of National Office. The Senior Durable Solutions Assistant is relied upon to contribute to the implementation of a durable solutions strategy. Contributing to fostering an environment to enhance partnerships is a critical element of the work, as are activities designed to strength the involvement of refugee communities and their hosts in the design and implementation of solutions strategies.

Functional Statement:

Accountability

All UNHCR staff members are accountable to perform their duties as reflected in their job description. They do so within their delegated authorities, in line with the regulatory framework of UNHCR which includes the UN Charter, UN Staff Regulations and Rules, UNHCR Policies and Administrative Instructions as well as relevant accountability frameworks. In addition, staff members are required to discharge their responsibilities in a manner consistent with the core, functional, cross-functional and managerial competencies and UNHCR's core values of professionalism, integrity and respect for diversity.

Responsibility

- Provide counselling to refugees and other persons of concern (POC) about their durable solutions needs.
- Interview candidates for voluntary repatriation and prepare documentation for their return, in line with Voluntary Repatriation SOPs.
- Interview candidates for local integration and prepare the appropriate documentation for onward submission to local authorities or partners, in line with Local Integration SOPs.
- Participate in identifying resettlement needs of refugees, in line with Resettlement SOPs.
- Assist in updating the electronic database for resettlement, voluntary repatriation and local integration, in line with Standard Operating Procedures.
- Process documentation to ensure that POC receive the documents required for their durable solutions in a timely manner.
- Prepare statistical and ad-hoc reports to ensure accurate information is available and shared with relevant offices and partners.
- Interview and advise on the appropriate durable solution to be provided to POC.
- Prepare documents relating to durable solutions.
- Enter information into available database, in line with SOPs.
- Perform other related duties as required.

Essential Minimum Qualifications and Experience:

- 2 years relevant experience with High School Diploma; or 1 year relevant work experience with Bachelor or equivalent or higher
- Fluency in English and Spanish
- Diverse field experience. Experience in interviewing

Desirable Qualifications & Competencies:

- Bachelor or Master level in social work or related field
- Comfortable with teamwork, inter-personal communication and reporting on program findings and results.
- Completion of the UNHCR Learning programmes or specific training relevant to functions of the position.
- Work experience on community organization issues

Functional Skills:

Completion of the UNHCR Learning programmes

Required Competencies:

Core Competencies

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

Managerial Competencies

- Managing Resources

Cross-Functional Competencies

- Political Awareness
- Technological Awareness
- Stakeholder Management

Remuneration:

A competitive compensation and benefits package is offered. For information on UN salaries, allowances and benefits, please visit the portal of the International Civil Service Commission at: <http://icsc.un.org>

Submission of Applications:

If you wish to be considered for this vacancy, please submit your **letter of motivation, signed PHF by e-mail clearly stating the position title, and your Last Name in the subject line to: bzebe@unhcr.org** by the closing date.

The Personal History Form (PHF) can be found by following the link:
https://www.unhcr.org/recruit/UNHCR_Personal_History_Form.docm

No late applications will be accepted. Only shortlisted candidates will be contacted. Shortlisted candidates may be required to sit for a written test and/or oral interview. UNHCR does not charge a fee at any stage of the recruitment process (application, interview, processing or any other fees).

UNHCR strongly encourages qualified female applicants for this position. UNHCR seeks to ensure that male and female employees are given equal career opportunities. UNHCR is committed to achieving workforce diversity in terms of gender, nationality, and culture. All applications will be treated with the strictest confidentiality.

Refugees – who cares? We Do