

21 July 2016

RE-ADVERTISEMENT: VACANCY NOTICE

Protection Advisor – Málaga, Spain

Context:

In the context of the Syria crisis and expected displacement and onward movements in the region and other countries in conflict in Africa, the number of persons of concern to UNHCR arriving to Spain is likely to continue to rise, both by sea and land. A steady notable increase of sea arrivals of around 40% has been the trend in the past two years over arrivals in 2013 and previous years, and while the profile of sea arrivals is not static, UNHCR has regularly identified protection needs in these mixed flows including an increasing number of arrivals of women and children.

In the current Spanish context, the permanent presence of UNHCR/UNOPS staff at the Andalusian coast, based in Málaga to cover three main points of sea arrivals (Málaga/Motril/Almería) will be highly instrumental to ensure adequate identification and referral to asylum procedures or adequate channels of all arrivals in need of international protection, applying an age, gender and diversity (AGD)¹ approach as well as to build awareness and promote sustainable structures for the authorities to get engaged and lead this work in near future.

Major duties and responsibilities:

Under the guidance of the Field Coordinator and in close consultation with the Head of the Protection Unit, and under the overall guidance of the Representative in Spain, and mainstreaming a strong AGD focus into all activities, particularly with regard to access to territory, identification of international protection needs and reception conditions, the Protection Advisor will:

- Monitor and provide feedback to Branch Office Madrid on access to territory and access to the asylum procedure, with focus on advocacy for the establishment of and participation in an identification and referral mechanism for sea arrivals;
- Document practices carried out by border guards and other actors involved at sea entry points as regards registration, interviews and assessment of profiles, identification of special needs and available responses to each group;
- Advocate for prevention of detention in Aliens Internment Centres, from the outset, for those who express their intention to apply for asylum;
- Monitor local authorities' practice with regard to formalization of asylum applications and the implementation of the asylum procedure in Málaga and Almería, identifying good and bad practices and, jointly with the Branch Office Madrid, formulating recommendations;
- Conduct interviews and relevant data gathering on protection needs/gaps, AGD implications and ways to address them, trends, routes and, most importantly evolving profiles of arrivals of persons of concern transferred from the enclaves, to better plan and prepare response activities. Keep record of arrivals applying an AGD focus in fact sheets;
- Monitor standards and practice in reception facilities and the impact of increased arrivals on the reception system in the mainland, particularly upon entry in force of the EU Reception Conditions Directive from 20 July 2015, applying AGD and community based analysis. Feed into development of recommendations by Branch Office Madrid for improvement of reception conditions jointly with women, men and children of concern;

¹ <http://www.unhcr.org/cgi-bin/texis/vtx/home/opensslPDFViewer.html?docid=56b478939&query=AGDM>

- Carry out monthly participatory assessment exercises among groups of women, children and men, on issues pertaining to access to protection, living conditions, specific needs;
- Identify protection needs as well as specific and AGD based needs among arrivals and channel them to adequate response mechanisms, and promote adequate referrals to specific channels;
- Provide relevant information on asylum to persons of concern;
- Build and enhance capacity of local actors involved in identification and reception of asylum seekers at the border (mainly border police and Guardia Civil, but also lawyers and interpreters, child protection authorities) and work with local civil society organizations to strengthen partnerships and their role in protection activities in Málaga and Almería provinces as well as to identify possible new stakeholders;
- Organise meetings and public events with stakeholders as required;
- Establish and maintain contacts with local authorities as required;
- Promote use of legal international instruments such as the ECHR and the EU legislation and identify possible cases for litigation on access to territory, access to asylum and *non-refoulement*;
- Support Branch Office Madrid in participating in relevant fora and in meetings as required;
- Support Branch Office Madrid's communication strategy on access to territory and protection in the enclaves and at the Andalusian coast;
- Travel: regular trips to Motril and Almería, and other cities/arrival points in the region as required for operational reasons; meetings in Branch Office Madrid for coordination and reporting purposes, if applicable.

Qualifications required:

a. Education

- University Degree in Law or related field (required);
- Excellent command of Spanish and very good English (required); French and/or Arabic (desirable);
- Computer literacy (required).

b. Work Experience

- Good knowledge of international human rights law and refugee law, including EU asylum law and institutions, Spanish asylum and migration legal framework, trafficking in human beings legal framework and protection mechanisms and child protection mechanisms including BID procedures (required);
- Relevant job experience (minimum 4 years required);
- Good knowledge of AGDM methodologies, or similar (required);
- Experience in capacity building to external partners (highly desirable);
- Experience in the Spanish asylum/migration system (desirable);
- Experience in border monitoring projects (desirable);
- Experience in refugee status determination procedures and quality assurance mechanisms (desirable).

c. Key Competencies

- Excellent skills to manage relations with external partners (required),
- Strong interpersonal and cross cultural skills and flexibility (required);

- Capability for change and to adapt to different situations (required);
- Excellent drafting skills in Spanish and very good English drafting (required).

Starting Date: September 2016

Envisaged Duration: until 31 December 2016

Envisaged Duty Station: Málaga, Spain

Type of contract: UNOPS Local Individual Contractor Agreement (LICA) terms and conditions. Please be aware that it will be a local contract for which having a valid working permit in Spain is required.

Closing date for applications: 27 July 2016

How to apply - PLEASE READ CAREFULLY:

To apply for this position **please download the Personal History Form (P11)** at: www.unhcr.org/recruit/P11_UNHCR.doc. Complete the P11 in English and send it, along with a motivation letter also in English, by email to: spama@unhcr.org

Please quote the position title in the subject line.

Incomplete or late applications will not be taken into account.

Acknowledgements shall be sent only to candidates short-listed for an interview.