



Re-advertised Vacancy

The Society for Family Health (SFH) is looking to recruit suitably qualified candidate in the following position

Protection Officer x1

Duty Station: Osire Refugee Settlement

Duration: 08 months

(Renewable based on satisfactory performance and availability of funding)

THE POSITION

The Protection Officer leads and coordinates protection interventions for refugees in areas such as child protection, sexual and gender – based violence and ensure partnerships are forged with relevant government agencies and partners.

Reporting to this position: Social worker

Incumbent report to: Project Manager

Functions include:

- Stay abreast of political, social, economic, and cultural developments that have an impact on the protection environment.
- Coordinate the design, implementation, and evaluation of protection-related programming with partners. Contribute to and facilitate a program of results-based protection programming through a consultative process with sector and/or cluster partners.
- Oversee and undertake refugee eligibility and status determination ensuring compliance with UNHCR procedural standards and international protection principles.
- Ensure that UNHCR's age, gender and diversity approach to protection is consistently applied through community-based protection methods.

- Build the protection capacity of national and local government, partners and civil society to assume their responsibilities vis-à-vis all persons of concern through protection training, mainstreaming and related activities.
- Provide legal advice and guidance on protection issues to persons of concern; liaise with competent authorities to ensure the issuance of civil documentation.
- Oversee and manage individual protection cases, including those on SGBV and child protection.
- Promote and implement effective measures to identify, prevent and reduce statelessness.
- Promote International and National Law and applicable UN/UNHCR standards
- Ensure provision of durable solutions, through voluntary repatriation, local integration and, where appropriate, resettlement to the largest possible number of persons of concern.
- Develop and implement country level protection plans in areas such as child protection, SGBV and education, as part of the protection strategy and ensure partnerships are forged with relevant government agencies and partners.

Monitoring and Reporting

- Produce project reports on monthly and quarterly basis
- Produce activity reports e.g. training reports
- Document and share promising child protection practices
- Monitor protection issues for boys and girls

Coordination and networking

- Represent World Vision in district coordination meetings in the child protection cluster/working group
- Network with INGOs, NGOs, the UN, and local government authorities
- Plan joint activities/events whenever possible

Staff Management:

- Monitor and provide objective feedback related to staff performance, including objective setting, probation & performance evaluations to promote growth and professional development.
- Provide leadership and support to ensure social workers and community incentive staff well-being, i.e. monitor and manage stress management by providing regular opportunities for staff debriefing to address secondary trauma.

Experience and technical competencies:

Minimum requirement:

- Bachelor's Degree in social work, psychology, or related field, with at least 5 years progressive experience.

- Fluent in written and spoken English
- At least 5 years of experience working in Child Protection, social work with refugees, asylum seekers, migrants and/or other orphans and vulnerable children; with at least 2-year experience working with refugee children in a camp setting
- Must have technical expertise in case management and psychosocial support to children at risk including Unaccompanied children and separated children
- Should be resilient and able to handle high levels of stress and emotionally volatile or difficult situations.
- Experience with conducting best interest assessments (BIA) and Best interest determination (BID)
- Experience in establishing and working with community structures including foster careers, committees, child rights clubs etc
- Knowledge of international and national child protection standards and instruments.
- Experience and proven ability to work as part of a team
- Excellent analytical and writing skills; cultural sensitivity and respect for diversity
- Excellent interpersonal skills and demonstrated ability to establish effective and working relations with local partners and other stakeholders
- Experience and willingness to work in the field and proficient in the use of computer/email/internet

Closing date: 15 June 2020

Applicants should send **ONLY** a cover letter and CV to:
The Coordinator: Human Resources, recruitment@sfh.org.na
Tel: 061 440 600, P O Box 22870, Windhoek

ONLY SHORTLISTED CANDIDATES WILL BE CONTACTED