

**The Secretary-General is pleased to announce the following job opening: Assistant High Commissioner for Protection (AHC-P) in the Office of the High Commissioner for Refugees in Geneva, at the level of Assistant Secretary-General**

In order to ensure a wide pool of candidates for this position, UNHCR would welcome any applications to supplement the Secretary-General's own search and consultations. UNHCR would especially welcome applications from women candidates.

Applications must include a cover note and a detailed curriculum vitae of the candidate with full contact information (e-mail and telephone). Applications must be received by UNHCR by 9 June 2019. Applications should be sent to: [Recruitment.AHC-P@unhcr.org](mailto:Recruitment.AHC-P@unhcr.org).

Attached are the terms of reference of the position. Further information on UNHCR is available in the Secretary-General's Bulletin ST/SGB/1998/9 and on the following website: <http://www.unhcr.org/>.

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The AHC-P reports directly to the High Commissioner and is part of UNHCR's senior executive team, driving executive leadership, management and strategy development, notably in the areas of protection and solutions, and builds on the commitment of the 2030 Agenda for Sustainable Development and on the Sustainable Development Goals to promote the inclusion of refugees, the internally displaced and stateless people in National Development Frameworks. They assist and advise the High Commissioner in the promotion and exercise of the Office's protection and solutions mandate. The AHC-P exercises oversight responsibility for UNHCR's global protection and solutions activities, and for the development of protection policy and doctrine implemented through programme delivery throughout the Organization. They also ensure effective functional links between Headquarters-based protection and solutions services and field operations. In addition, s/he oversees the development and implementation of protection and solutions policy with governments and other actors.

In soliciting applications for this position, UNHCR is seeking an individual with:

- High-level expertise in refugee, human rights and humanitarian law;
- Expert knowledge of asylum policy and practice at the national, regional and global levels;
- Demonstrated experience in the conceptualization and development of policies with particular reference to refugees, displacement and statelessness;
- In-depth knowledge of the protection dimensions of humanitarian operations, including with regard to addressing protection challenges and solutions at the field level;
- Knowledge of contemporary migration issues and their relationship to asylum and refugees;
- Knowledge of the humanitarian and development reform process and its impact on protection and solutions;
- Ability to guide UNHCR's work to engage development actors, including international financial institutions, in refugee situations and in support of solutions;
- Demonstrable negotiation and diplomatic skills in bilateral and multilateral contexts;

- Well-developed skills in advocacy and partnership-building;
- Strong leadership, team building and management abilities; and
- Multilingual skills.

### ***Human rights screening***

Individuals who seek to serve with the United Nations in any individual capacity will be required, if short-listed, to complete a self- attestation stating that they have not committed, been convicted of, nor prosecuted for, any criminal offence and have not been involved, by act or omission, in the commission of any violation of international human rights law or international humanitarian law.

### ***Conflicts of interest***

All United Nations staff members are expected to uphold the highest standards of efficiency, competence and integrity. Senior leaders in particular, have the responsibility to serve as role models in upholding the organization’s ethical standards. A conflict of interest occurs when, by act or omission, a staff member's personal interests interfere with the performance of his/her official duties and responsibilities, or call into question his/her integrity, independence and impartiality. Risk for conflicts of interest may arise from a staff member's engagement in outside (non-UN) employment or occupation; outside activities, including political activities; receipt of gifts, honours, awards, favours or remuneration from external (non-UN) sources; or personal investment. In particular, no staff member shall accept any honour, decoration, favour, gift or remuneration from any Government (staff regulation 1.2 (j)). Where a real or perceived conflict of interest does arise, senior leaders are obligated to disclose this to the organization without delay. In order to avoid real or perceived family influence or preferential treatment and conflicts of interest that could stem from such situations, the UN Staff Rules provide that appointments “shall not be granted to anyone who is the father, mother, son, daughter, brother or sister of a staff member” (staff rule 4.7 (a)).

Short-listed individuals will also be required to complete the pre-appointment declaration of interests for senior positions to identify possible conflicts of interest that may arise and to proactively prevent and manage, as much as possible and in a timely manner, situations in which personal interests may conflict or appear to conflict with the interests of the United Nations, should the individual be appointed to this position.