

Terms of Reference for the post of Assistant High Commissioner for Protection (AS-G level)

The Assistant High Commissioner for Protection (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. S/he assists and advises 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. S/he also ensures 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, including through regular engagement with senior government counterparts.

The AHC-P equally oversees the preparations and running of the Global Refugee Forum every four years, as well as the High Level Officials Meeting and the HC's Protection Dialogue every two years.

Accountabilities

- UNHCR remains the global authoritative voice within the United Nations system on international law and policies for the protection of populations of its concern, including refugees and stateless persons by virtue of the mandates conferred upon it by the United Nations General Assembly, as well as internally displaced persons within the collaborative framework established by the United Nations system;
- UNHCR's protection and solutions policies, standards and doctrines are of the highest quality and relevant to its operations around the world, as well as to governments, the judiciary and other external stakeholders;
- The protection and solutions strategies and priorities defined by the Divisions and Regional Bureaux of UNHCR conform with its global protection and solutions priorities and the corporate vision of the Organization;
- The Organization's views are effectively represented in bilateral, multilateral and inter-agency fora where the AHC-P is delegated to participate on behalf of the High Commissioner.

Responsibilities

- Advise and assist the High Commissioner, as a member of UNHCR's senior executive management structure specifically charged with protection and solutions responsibilities, in the formulation and interpretation of policy and strategies to realize UNHCR's protection and solutions mandate consistently and effectively, and in a results-based framework;
- Ensure that protection and rights-based approaches receive the necessary priority in the overall policy formulation, strategic planning and resource allocation of the Organization, and are integrated into all aspects of the management and delivery of operations and the realization of solutions;

- Maintain regular dialogue with Directors to provide guidance and advice on protection and solutions strategies and accompanying frameworks, and ensure Bureaux and field operations obtain timely and sound protection and solutions support and advice;
- Undertake, in consultation with the Regional Bureaux, selective reviews of regional refugee situations, with particular focus on promoting the consistent implementation of protection and solutions objectives within and across regions;
- Direct the development of protection policy in UNHCR, with appropriate emphasis on rights and needs relating to gender, age and diversity, as well as the promotion of solutions for those of concern;
- Direct the development of a clear management and accountability framework for the performance of the protection and solutions function in the field;
- Serve, on behalf of the High Commissioner, as the lead for follow-up on implementation of the Global Compact on Refugees, including of the Global Refugee Forum and the High Level Officials' Meeting;
- Pursue effective partnerships and strategic alliances in support of the effective delivery of protection and solutions in the context of the Global Compact on Refugees, including within the United Nations system, with other international organizations, international financial institutions as well as with non-governmental entities. This should be pursued with due consideration to relevant reforms relating to humanitarian action, human rights, development, etc.;
- Engage in high-level dialogue, advocacy and negotiations with governments on complex and sensitive protection and human rights issues through protection dialogues, démarches, strategic field visits, speeches and through multilateral engagement, including to advance the implementation of the Global Compact on Refugees;
- Serve as the overall institutional focal point for: Asylum/migration interface issues; efforts to end statelessness; conflict prevention and root causes, including the promotion of human rights and the impact of climate change on forced displacement; sexual and gender-based violence (SGBV) prevention and response; and protection in complex humanitarian emergencies, internal displacement operations and inter-agency contexts;
- Directly supervise the Director of the Division of International Protection (DIP), and the Global Refugee Forum coordinating team.
- Provide functional guidance to all other Directors, notably those responsible for Regional Bureaux, external relations, emergencies and programme management;
- Represent the High Commissioner, as required, on protection and solutions matters in multilateral and bilateral fora;
- Participate as a principal in various senior management bodies of the organization.

Authorities

- Approve, under the overall guidance of the High Commissioner, policies, standards and tools to be issued in the areas under the AHC-P's purview;
- Approve protection and solutions strategies and priorities across regions, including initiatives and actions to be undertaken for the achievement of the priorities of Divisions and Bureaux;
- Conclude, on behalf of UNHCR, global agreements related to protection and solutions, notably in the form of Memoranda of Understanding.

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