



UNHCR JOB DESCRIPTION

Post grade: NOA
Job Title: Assistant Legal Officer
Position n°: 10024407
Duty Station: Rabat, Morocco
Contract Type/Period: FTA / one year renewable
Expected starting date: 01/10/2015

POSITION REQUIREMENTS

1.1 ORGANIZATIONAL CONTEXT.

In September 2013, the Government of Morocco launched a new migration and asylum policy based on recommendations made by the National Council for Human Rights, aiming at the respect for human rights in compliance with the country's commitments under international human rights law. In this context, with the Government new asylum policy and the perspective for a transfer of responsibilities from UNHCR to the Moroccan authorities, the interface with the authorities is particularly important and sensitive.

The Assistant Legal Officer (Protection) is relied upon by the Office to liaise and intervene with the authorities on the legal issues pertaining persons of concern. To achieve this, the incumbent will need to build and maintain effective relationships with authorities as well as other external partners, such as the CNDH, etc.

The Assistant Legal Officer (Protection) is a member of the protection unit. He/she reports to the Protection Officer. He/She assists the Office in providing necessary support on policy and legal matters. He/She stays abreast of the domestic legal issues and pertinent laws regarding persons of concern and advice the Office accordingly. He/she is focal point on: (i) interface with the authorities and relevant external partners who can contribute to enhancing protection; (ii) advocacy; (iii) legal counselling to person of concern by UNHCR legal partner; (iv) statelessness.

FUNCTIONAL STATEMENT.

Accountability

- Assistance is provided in preparing legal advice and guidance.

Responsibility

- Assist in the preparation of legal advice and drafting of position papers and guidelines on pertinent legal and operational issues.
- Stay abreast of the domestic legal issues and pertinent laws regarding persons of concern and advise the Office accordingly.
- Contribute to advocacy towards proper interpretation of law and doctrine as well as in the development of standards of protection.
- Consistently apply international and national law and UNHCR policies and standards.
- Assist the Office in providing legal counselling to persons of concern.
- Liaise and intervene with local authorities on the legal issues pertaining to persons of concern.
- May act as interpreter during meetings with authorities, if required.
- Perform other relevant duties as required.

Authority

- Participate in meetings within UNHCR and with external counterparts at the relevant level.
- Assist in the development of project proposals and project implementation.

REQUIRED COMPETENCIES,

<u>Code</u>	<u>Managerial Competencies</u>
1. <input type="checkbox"/> M001	Empowering and Building Trust
2. <input type="checkbox"/> M002	Managing Performance
3. <input type="checkbox"/> M003	Judgement and Decision Making
4. <input type="checkbox"/> M004	Strategic Planning and Vision
5. <input type="checkbox"/> M005	Leadership
6. <input type="checkbox"/> M006	Managing Resources

<u>Code</u>	<u>Cross-Functional Competencies</u>
1. <input checked="" type="checkbox"/> X001	Analytical Thinking
2. <input type="checkbox"/> X002	Innovation and Creativity
3. <input type="checkbox"/> X003	Technological Awareness
4. <input type="checkbox"/> X004	Negotiation and Conflict Resolution
5. <input type="checkbox"/> X005	Planning and Organizing
6. <input checked="" type="checkbox"/> X006	Policy Development and Research
7. <input type="checkbox"/> X007	Political Awareness
8. <input type="checkbox"/> X008	Stakeholder Management
9. <input type="checkbox"/> X009	Change Capability and Adaptability

ESSENTIAL MINIMUM QUALIFICATIONS AND PROFESSIONAL EXPERIENCE REQUIRED.

- University degree in Law, preferably with focus on human rights, refugee law and/or international humanitarian law.
- At least 2 years of relevant previous work experience.
- Excellent knowledge of English and working knowledge of another UN language.

****For National Officer positions, very good knowledge of local language and local institutions is essential.*

DESIRABLE QUALIFICATIONS & COMPETENCIES.

- Completion of UNHCR learning programmes on protection would be an asset or any other equivalent external courses.

Please note that all short listed applicants will be required to undertake a written test in addition to the normal interview process.