

Operational Context for All Positions Included in the Fast Track

Position Information (applies to all positions)

Grades: **from G1 to NOC**
Locations: **Kyiv, Chernivtsi, Dnipro, Lviv, Uzhhorod, Vinnytsia**
Hardship: **“E” - applies to all duty stations (temporary classification, subject to review)**
Risk level: **High**

Background

The Russian Federation launched a military offensive against Ukraine on 24 February 2022. As of today, more than 5 million refugees have fled Ukraine, making this the fastest growing refugee crisis since World War II. A further 7.7 million people have been displaced internally within Ukraine.

Some 13 million people are estimated to be stranded in affected areas or unable to leave due to heightened security risks, destruction of bridges and roads, as well as lack of resources or information on where to find safety and accommodation.

Many people who are trapped are unable to meet their basic needs including food, water and medicines. The delivery of life-saving aid remains challenging, with a lack of safe humanitarian access. We continue striving to reach hard-hit areas with life-saving assistance as part of inter-agency humanitarian convoys, and to ensure the centrality of protection in all UNHCR programmes. UNHCR continues to call for the protection of civilians and civilian infrastructure, respect for international humanitarian law, and for neighbouring countries to continue keeping their borders open to those fleeing.

UNHCR responds to the deteriorating humanitarian situation by rapidly scaling up its capacity to deliver protection, material and cash assistance in Ukraine. UNHCR works within the inter-agency humanitarian response, in close coordination with local authorities and humanitarian partners. UNHCR leads the protection, shelter and CCCM clusters (CCCM - Camp Coordination and Camp Management). The overall goal of UNHCR's operational response in the sectors of protection, shelter, NFIs and multi-purpose cash assistance is to provide immediate relief to displaced families and to support local authorities in stabilizing a situation of ongoing displacement, stressing the importance of providing assistance and services in all oblasts that host IDPs. UNHCR is also working closely with the national authorities to ensure alignment between UNHCR's activities and social programmes, therefore reinforcing national systems and mitigating potential dependence on humanitarian aid.

Office Structure

UNHCR declared a Level 3 emergency in Ukraine and is expanding its workforce in order to provide protection and assistance to the large-scale internal displacement. UNHCR temporarily relocated its country office (TRCO) from Kyiv to Lviv and established presence in Chernivtsi, Dnipro, Lviv, Uzhhorod and Vinnytsia. An office in Poltava is also planned.

TRCO Kyiv continues overseeing UNHCR operations country-wide and maintaining the liaison and cooperation with the Ukrainian central authorities in Kyiv. Teams deployed in the newly established offices currently operate in the following oblasts:

FO Chernivtsi: Chernivetska oblast
FO Dnipro: Dnipropetrovska, Kharkivska and Zaporizka oblasts, as well as Ukraining Government control areas in Luhanska and Donetsk oblasts; Poltavska and Sumska oblasts are covered by FO Dnipro until presence in Poltava is established
FO Lviv: Khmelnytska, Lvivska, Rivnenska, Ternopilska and Volynska oblasts
FO Uzhhorod: Ivano-Frankivska and Zakarpatska oblasts
FU Kyiv: Chernihivska and Kyivska oblasts
SO Vinnytsia: Cherkaska, Khersonka, Kirovohradska, Mykolaivska, Odeska, Vinnytska and Zhytomyrska

Note: SO is a Sub-office, FO is a Field office, FU is a Field unit

Personnel have been also redeployed from UNHCR's offices in Mariupol and Sloviansk (Kramatorsk) to Dnipro and elsewhere in response to the deteriorating security and operational environment. UNHCR also maintains its field offices in Donetsk and Luhansk.

Nature of the Positions

Vacancies included in the fast track are available to eligible UNHCR staff members and external applicants. Each job opening is linked to a standard job description which specifies duties and responsibilities, skills and competencies required for each position.

Candidates applying to positions included in the Fast Track should be prepared to work under challenging conditions and be able to manage stressful situations.

For senior national managerial positions (at levels NOA, NOB and NOC), solid managerial and interpersonal skills are required to lead newly selected teams with diverse backgrounds, and to quickly build capacity to ensure that UNHCR and its partners are able to implement protection and gender-sensitive programming. Candidates with experience strengthening national protection and social protection systems and incorporating sustainable and durable solutions in humanitarian responses are strongly encouraged to apply.

For all positions, proven ability to work in an unpredictable and constrained operational environment will be essential to be effective. Ukrainian and Russian languages, good working level of English and ICT skills (Microsoft Office 365) are required for all positions (ICT skills are not required for positions at G1-G3 levels). Prior experience with UN, similar international organizations, local and international non-governmental organizations would be a strong asset.

External candidates applying to positions at G1-G7 levels must meet the essential minimum requirements of the position and must have either Ukrainian citizenship or local work permit.

External candidates applying to positions at NOA-NOC must meet the essential minimum requirements of the position and applicants must be Ukrainian nationals and be locally recruited within Ukraine.

Candidates to be appointed to positions at TRCO Kyiv will be expected to report to duty at its temporary location (currently Lviv). UNHCR monitors the situation in Kyiv and will be gradually increasing its presence there. Appointed personnel will be required to relocate to work in Kyiv when UNHCR determines such operational need, considering security environment and operational developments. The same operating modalities will apply should other offices be temporarily relocated within the country.

UNHCR reserves the right to retain applications and consider external candidates for similar positions at the same grade or lower level, with similar job description, experience and educational requirements on appointments of shorter duration.

The UNHCR workforce consists of many diverse nationalities, representing different cultures and speaking many languages. Applications are encouraged from all qualified candidates without distinction on grounds of race, colour, sex, national origin, age, religion, disability, sexual orientation and gender identity.