



EU Aid Volunteers supporting and complementing Humanitarian Aid in Middle East, Africa, Asia and Southern and Central America

## Junior EU Aid Volunteer in Human Resources in Colombia

Junior

— 1 positions

**Deployment dates:**

11/01/2021 - 10/11/2021

Latin America And Caribbean

South America

Colombia

**Lead organisation:**



GVC - Gruppo di  
Volontariato Civile

**Closing date:**

28/08/2020

The EU Aid Volunteers is an initiative of the European Union. It brings together volunteers and organisations from different countries, providing practical support to humanitarian aid projects and contributing to strengthening the local capacity and resilience of disaster-affected communities. Participants in the EU Aid Volunteers initiative must be over 18 years of age and be a citizen of an EU Member State or a long-term resident in the EU.

### DESCRIPTION

WEWORLD-GVC (Italy), Alianza por la Solidaridad (Spain), Acción contra el Hambre (Spain) and ActionAid Hellas (Greece) are international non-governmental organizations that have joined their expertise in management of humanitarian action worldwide and now implement the “EU Aid Volunteers supporting and complementing Humanitarian Aid in Middle East, Africa, Asia and Southern and Central America” project. The project’s aim is to improve the response and the resilience capacities of the most vulnerable local communities through needs-based humanitarian aid (HA) in the Middle East, Asia, Southern and Central America and Africa with the deployment of 58 EU Aid Volunteers and 4 online volunteers. The volunteers will be deployed in 34 hosting organizations in 22 third countries: Tunisia, Palestine, Lebanon, Burkina Faso, Mozambique, Peru, Guatemala, Bolivia, Brazil, Cambodia, Niger, Mali, Benin, Kenya, Nepal, India, Senegal, Mauritania, Georgia, Philippines, Colombia, Myanmar.

More info about this project available here:  
[https://webgate.ec.europa.eu/echo/eu-aid-volunteers\\_en/eu-aid-volunteers...](https://webgate.ec.europa.eu/echo/eu-aid-volunteers_en/eu-aid-volunteers...)

To know more EUAV opportunities in this and other Countries with WEWORLD-GVC please consult this page: [https://webgate.ec.europa.eu/echo/eu-aid-volunteers\\_en/gvc-gruppo-di-vol...](https://webgate.ec.europa.eu/echo/eu-aid-volunteers_en/gvc-gruppo-di-vol...)

### **Operational details & security context:**

#### Humanitarian Context

About 5,177,711 people in Colombia have humanitarian assistance needs that require intersectoral care and response due to the persistence of emergencies caused by the armed conflict, the new dynamics of violence, the affectations of cyclical and anthropogenic natural events, and the flow of mixed migrants from Venezuela.

The main drivers of the humanitarian affectations in different regions of Colombia continue to be the conflict and the new dynamics of armed violence despite being in a scenario of implementation of the Peace Agreement between the Government and FARC-EP. The regions with the greatest concentration of humanitarian impact are the northeastern border with Venezuela, the southern border with Ecuador, the Pacific border with Panama and the northwestern border, where the atomization of different armed groups in the scenario of FARC-EP demobilization and their disputes over territorial control for the development of illicit economies, trigger emergencies that explain part of the humanitarian situation in the country.

The impact of these actions translates into an increase in internal displacement, confinement and mobility restrictions and the continuing threats and killings of ex-combatants and male and female community leaders and human rights defenders, among others.

Rural ethnic communities and some urban areas and BGAY and women are the most vulnerable population groups, thus becoming a focus for the response to their needs avoiding the rupture in the social fabric. These communities end up being vulnerable due to the actions of the different armed groups through confrontations, attacks and aggressions against civilians,

social control and other factors that expose these population groups to protection risks and human rights violations.

On the other hand, natural and anthropogenic events are another factor that aggravates the humanitarian outlook. Due to its geographical location, Colombia faces cyclical phenomena of intense rains and drought seasons of great magnitude. Between 2016 and 2018, the National Unit for Disaster Risk Management (UNGRD) recorded approximately 1,830,353 people affected by different events of a natural origin.<sup>10</sup> Between July and August 2018, at least six departments of the Colombian Orinoco region (and around 20 municipalities) stand out, with around 55,000 people affected by river flooding, where livelihoods of indigenous communities were especially affected. Furthermore, between April and May 2018, the department of Antioquia (in the northwest) was

affected and had a prolonged alert associated with infrastructure failures and climatic factors that impacted the Hidroituango Project and generated evacuations for more than 15,000 people with multisectoral needs in several municipalities in the Cauca River area of influence.

In addition, anthropogenic events, such as the exploitation and exploration of natural resources, some of which are associated with illicit economies, also deteriorate environmental conditions (water, air, soil, etc.), thus creating affectations and risk situations for rural, ethnic and urban communities. In different regions, the contamination of water sources with mercury

caused by the mining activity and attacks against oil pipelines cause great consequences that impair the minimum living conditions due to the limitations on access to drinking water, livelihoods and cultivated food. The impact of these phenomena is exacerbated in regions where there is armed violence, leading to situations of double affectation and a weakening of

capacities in the face of declining humanitarian funding for many organizations.

#### Security conditions

The country is undergoing a major transition and reconfiguration with the implementation of the Peace Agreement with the FARC and, at the same time, with the need to respond to the magnitude of the humanitarian challenge generated by the massive influx of people from Venezuela.

Despite significant advances, the national context in some regions continues to be affected by conflict and violence, resulting in forced displacement and the increase in homicides against leaders and human rights defenders, in the last semester there has been an increase in forced displacement situations, in 2017, 15,348 people were displaced and 19,892 from January to July 2018, more 7.7 million people have been victims of forced displacement, with a disproportionate impact on indigenous and Afro-Colombian communities.

According to the Ombudsman's Office, 311 social leaders have been murdered between January 1, 2016 and June 30, 2018. The lack of legalization of land, the continuity of violence including the increase in recruitment and use of children and girls, and gender violence, the increase in humanitarian impacts and the low access to basic services make effective integration of internally displaced persons and the possibility of reaching solutions difficult.

Due to security reasons, EUAVs deployed within the EU Aid volunteers initiative are not allowed to access to the following regions: Catatumbo, South Cordoba/Norte Antioquia, Pacific coast (from Choco to Nariño), North Arauca, South Putomayo, Central (Caqueta, Guaviare, South Meta).

#### Health

Action against Hunger is aware of the growing concern generated by COVID-19.

Therefore, we recommend adopting the most effective prevention measures established by the WHO.

EU Aid Volunteers deployed within the organizations must commit themselves to apply prevention measures at all times. Volunteers will be covered by a health insurance during their deployments.

They will also receive a security briefing before their deployment and an in-country induction in which prevention measures and contingency plans regarding COVID-19 will be shared and specified according to how the pandemic situation evolves in each country.

Please take into account that the conditions of the deployment might change due to the effects of the COVID-19 pandemic. Mobility within the country might be restricted and working from home might also be frequent.

#### ACH values

We are an international non-governmental private organisation that is politically and religiously neutral and non-profit, which was established in 1979 in France to implement interventions worldwide. Our vocation is to fight against hunger, physical suffering and situations of distress that threaten the lives of men, women and children.

We uphold the Humanitarian Principles: Independence, Neutrality, Non-Discrimination, Free and direct access to people in need, professionalism and transparency.

More information is available here:

<https://www.accioncontraelhambre.org/en/our-principles>

## TASKS

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### Objective 1: Support human talent management

Support the management of the proper use of the HR Information System, to guarantee the accuracy of the HR indicators;

Supports the update of the HR Processes and Procedures in the mission;

Supports the dissemination of HR procedures and the training of the correspondent staff involved in HR processes;

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### Objective 2: Human talent recruitment management

Together with team leaders, the volunteer will support the organization's recruitments for internal staff, ensuring transparency and compliance within the organization's policy;

Support the management of the database and the diffusion of vacancies;

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Objective 3: Management of the induction and reinduction process

Support the access and users of AAH's virtual training platform;

Support the update and implementation of the mission training plan;

Support team leaders with the reception and integration of new staff;

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Objective 4: Participate in staff care

Support in the activities programmed in the area of occupational health and safety;

Support and suggest initiatives that aim to improve the good working environment of the team.

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Objective 5: Communication and Awareness on EU Aid Volunteers Initiative

Promote local volunteerism in disaster risk reduction, prevention and response;

Train local volunteers on organization and implementation of volunteer-based activities, when applicable;

Promote partnerships and collaboration between local and European organizations;

Draft and publish articles describing volunteer's experience in the field;

Gather audiovisual materials to be used in a public awareness activity in the volunteer's local community in Europe;

In coordination with the NGOs partner of the project, organize and execute a public awareness activity once back in Europe.

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Other

The EU Aid Volunteer shall perform other duties, as required

**Apprenticeship:**

N/a

**Required competences:**

Studies:

- Bachelor in Human Resources, Business Administration, Psychology or related studies.

Languages:

- Spanish (C1)

- English (B2)

Skills:

Specialization in HR Experience in planning, monitoring, supervision and training.

Requested competences

Motivation

Teamwork

Organization and Planning

Adaptability and flexibility

Analysis capacity

Effective Communication and Synthesis.

## SELECTION CRITERIA

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**Applications are made directly within the sending organisation, please check out the how to apply section.**

### **Eligibility and exception criteria:**

The candidate for EU Aid Volunteers must be a citizen of the EU or a third country national who is a long-term resident in an EU Member State, and must have a minimum age of 18 years.

Availability for the following activities:

On site training around October 2020

Online Pre-deployment induction

Deployment starting from January 2021;

### **Minimum Requirements:**

Action Against Hunger adheres to a policy of equal opportunities and accepts applications without discrimination against gender, race, colour, social origin, language, religious beliefs, political beliefs, age, disability, or sexual orientation.

## CONDITION OF SERVICE

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### **Learning Opportunities:**

The EU Aid Volunteer will attend a 30-hours online training and a 9-12-days on site training before her/his deployment.

The on-site training will have a standard part for all the candidates and some

optional modules, decided according to the competences of the EU Aid Volunteer and the needs of the hosting organization.

The EU Aid Volunteer will have a Learning and Development Plan for the on-going assessment of her/his competences during the deployment.

**Working and Living Conditions:**

Hosting Organization:

The Hosting Organization for the present deployment is Action Against Hunger Colombia

Length of Deployment:

10 months

Deployment duty station:

Bogotá, with missions in the field (if possible and necessary)

Conditions of service during deployment:

A monthly Subsistence Lump Sum (€462,71 per month) intends to cover basic needs and local transport.

In addition, for each month of deployment 100 euro of post deployment resettlement allowance are foreseen

Accommodation, Visa fees, insurance and airfares will be covered directly by sending and/or hosting organization.

The working calendar will be corresponding to the agenda and system established in the field.

For each month of voluntary activity two days of rest are foreseen, in addition to public holidays. It is highly recommended not to use the rest days during the first and the last month of deployment.

Please, take into account that the conditions of the deployment might change due to the effects of the COVID-19 pandemic. Mobility within the country might be restricted and working from home might also be recurrent.

Conditions related to on-site training:

If a candidate volunteer is working outside of the EU, travel costs will be fully covered if EU citizens legally reside in a non-EU country for long-term or forever (i.e. who live in that country);

EU citizens who are on a temporary assignment in a third country that lasts more than 18 months;

Please note that more than one candidate per position will attend the training, to create an additional pool to cover drop-outs and unforeseen needs.

## SELECTION PROCESS

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### **Shortlisting and Interviews:**

To apply, the candidate shall fulfil the Application Form online, To apply, the candidate shall fulfil the Application Form online, attach the CV, a Motivation Letter and the Self-Assessment Questionnaire.

Submission of applications: from 29/07/2020 to 28/08/2020;

Shortlisting and interviews of the candidates: from 31/08/2020 to 20/09/2020.

In case of changes of the dates, the candidates will be notified.

### **Interview Process:**

All the interviews will be done online. The interviews have the aim to explore both the competences and the motivations of the candidates;

The selected candidate/s for each vacancy will be notified by 20/09/2020 The date of the notification may vary according to the number of application received;

The selected candidate/s will attend an online and on-site training, which are part of the selection process;

PLEASE NOTE THAT MORE THAN ONE CANDIDATE PER POSITION WILL ATTEND THE TRAINING;

THE FINAL DECISION ABOUT THE CANDIDATE TO BE DEPLOYED WILL BE TAKEN BY THE HOSTING ORGANIZATION AFTER THE TRAINING.

### **Expected date decision on outcome:**

20/09/2020

### TIMETABLE

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### **Date of training:**

Training will take place around November 2020. Training sessions will be in Spanish only if the minimum number of participants will be reached. Otherwise it will be in English.

### **Apprenticeship Placement:**

N/a

### **Pre-deployment preparation and induction:**

The pre-deployment online induction is a compulsory activity for all the EU Aid Volunteers. Two days of specific in-country induction are foreseen in Bogotá at her/his arrival.

**Deployment:**

11/01/2021-10/11/2021

**Post-deployment activities:**

After the end of the deployment, the EU Aid Volunteer will have a final debriefing and will take part to the final activities of the project, that will be communicated during the pre-deployment induction.

**Sectors:**

- Conflict
- Disaster Risk Reduction
- Gender
- Health
- Resilience

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