

APPENDIX I - ANNEX II

United Nations High Commissioner for Refugees

Terms of Reference

Refugee Security Training Officer*(Royal Canadian Mounted Police "expert on mission")*

The Terms of Reference of the Refugee Security Training Officer reflect a core objective of the proposed Royal Canadian Mounted Police secondment to the United Nations High Commissioner for Refugees, hereinafter referred to as UNHCR, and deployment to the Republic of Guinea. With the aim of assisting the host Government - specifically the mixed Brigade (officers of the police and gendarmerie) - in refugee camp security mechanisms, the Refugee Security Training Officer, hereinafter referred to as the RSTO, function is supportive of and complementary to the role and responsibilities of the Refugee Security Liaison Officer, hereinafter referred to as RSLO.

Advising the Government of the Republic of Guinea in ensuring its primary responsibility for refugee security, the operational strategy will be in capacity building measures and specific training activities. In close consultation with the RSLO and the Brigade Liaison Officer (the national counterpart of the RSLO), the RSTO will perform the following functions:

- In collaboration with UNHCR staff, the RSTO will plan, develop and assist in the implementation of a structured program entailing specific training modules for the Brigade officers and the Refugee Security Volunteers. In doing so, the RSTO must ensure that key refugee protection issues are incorporated within the curriculum. Topics would include the fundamentals of international protection and human rights, sexual and gender based violence (SGBV) and gender awareness, conflict resolution, security-management systems, policing techniques and community-policing strategies;
- Assist the RSLO in developing standard instructions and a 'Code of Conduct' for the Brigade officers and the Refugee Security Volunteers and ensure a consistent application throughout all the camps;
- Assist the RSLO in the development of a standardized incident reporting system and a centralized database as a tool for monitoring, analyzing and improving refugee security within the camps;
- Provide appropriate technical assistance to the mixed Brigade;
- Ensure collaborative planning with the UNHCR Field Safety Advisors (FSA) in the context of refugee security training and management activities;
- Participate in a mid-term evaluation of the application and effectiveness of the joint RCMP/UNHCR refugee security program in Guinea;
- Report through the RSLO to the UNHCR Country Representative and provide technical advice and professional opinion on refugee security matters in Guinea.