



## PROTECTION SPECIALIST

DUTY STATION: NORTH EAST SYRIA

**CLOSING DATE:** 30 August 2019. Note: Due to the urgency of this position Un Ponte Per (UPP) reserves the right to screen applications on a rolling basis

**CONTEXT PRESENTATION:** Un Ponte Per (UPP) is an international humanitarian organization, based in Italy. Originally named Un Ponte Per Baghdad (A Bridge to Baghdad), the association became simply Un Ponte Per... after the extension of its work to the Balkans, as well as other Middle East and Mediterranean countries. UPP is currently active in Iraq, Syria, Jordan, Lebanon, Palestine, Serbia and Kosovo alongside civil society organizations. In Italy and in Europe, UPP works to promote peace and disarmament, human rights, and refugees and migrants inclusion. UPP strongly rejects war as a solution to international and national conflicts, it exerts restless efforts with the ultimate objective of developing more equal and peaceful coexistence up to social cohesion.

For further information please refer to our website: [www.unponteper.it/en/](http://www.unponteper.it/en/)

## BACKGROUND

Entering year 8 of the Syria crisis, conflict continues to expose civilians to acute humanitarian needs in health, and protection. In North East Syria (NES) widespread displacement, destruction of basic services and increased exposure to protection risks is on-going. In response, UPP implements health and protection programmes through funding of several donors including EU, OFDA, UN and private funding. UPP and local partners aim is to improve the health status of the conflict-affected population with a view of building the capacity of local actors and the resilience of communities in NES.

Un Ponte Per as protection leading partner in the LEARN Consortium is looking for an Protection Specialist to partner capacity in terms of protection principles and ensure that those same principles are applied throughout the LEARN project cycle by all sectors. Develop a cross-partner protection mainstreaming strategy ensuring a well-coordinated, harmonized and sustainable response.

## POSITION:

- **NES-PS** - Protection Specialist - North East Syria and Iraq - 4 months, from September – 12 months extension pending donor approval

## JOB DESCRIPTION

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**Un Ponte Per | UPP – Associazione Non-Governativa di Volontariato per la Solidarietà Internazionale**

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ONLUS: Iscritta alla Anagrafe delle Onlus AGEDRLAZ Prot. n° 0022455 del 27/03/2015 - ONG: Iscritta all'Elenco AICS Decreto n° 2016/337/000281/5

Partita Iva 04734481007 - Codice Fiscale 96232290583

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The Protection Specialist role is incorporated in the Consortium Management Unit (CMU) of the LEARN program. The CMU is a dedicated team that aims to facilitate smooth coordination amongst the four implementing partners of the Consortium, oversee program delivery, lead donor communications, strengthen capacity, ensure compliance and manage risk. The CMU enables the Consortium to be more than the sum of its individual members, by promoting efficiencies and integrated programming. It has been created in the spirit of collaboration and transparency, as a neutral body, that allows it to be an equal resource for all consortium partners.

The Protection Specialist deal with protection capacity assessment and protection mainstreaming capacity building plans. Developing protection mainstreaming strategy. Supporting program implementation through provision of training, technical review and advice. Coordination and advocacy at field level. Reporting on Protection activities. Reviewing BoQs and other donor submissions for Protection considerations.

## KEY TASKS AND RESPONSIBILITIES

### Strategic development and orientation

- Lead on implementation of protection mainstreaming strategy for the project, ensuring all partners are familiar with requirements, roles and responsibilities and steps to follow;
- Follow-up on protection mainstreaming capacity assessment at project level and established learning and capacity-building plan for the LEARN project staff at coordination and field levels
- Develop commitment and accountability reflexes towards protection mainstreaming among staff at coordination and base levels;
- Facilitate regular site visits to assess protection risks and needs in the context of intervention, identify concrete mitigation measures and share lessons learned;
- Organize strategic workshops and ensure LEARN position and strategy on protection is clearly communicated internally and towards external stakeholders (especially protection actors);
- Support mapping of protection actors and services in the context of intervention and ensure the services and stakeholders mapping is extensively disseminated and regularly updated;
- Build capacities and train LEARN non-specialized staff on protection and relevant topics (e.g.: protection mainstreaming, accountability to beneficiaries, inclusion, including refresher trainings);
- Ensure development, dissemination and use of required tools, guidance and methodologies to mainstream protection across UPP and Consortium partners intervention and contribute to institutional knowledge building and learning initiatives and processes.

### Protection mainstreaming within the project cycle

- Lead the inclusion of protection principles within the design of project's SOPs and provide technical support regarding the allocation of resources for protection mainstreaming;
- Ensure protection principles are mainstreamed within initial assessments tools and procedures;
- Ensure that all groups – especially persons with specific needs – are systematically included in assessments and staff appropriately communicate with each of them;
- Based on risks identified, develop and disseminate to program teams a Protection Risk and Mitigation Matrix and propose concrete mitigation measures;
- Provide technical guidance to project teams to include corrective measures and adjustments during the project planning and implementation and develop with program managers and coordinators a Protection Mainstreaming Action Plan;
- Work closely with the M&E specialist and relevant ME(A)L department at partners' level to develop a protection-sensitive Complaint and Response Mechanisms;



- Work closely with the MEAL department and program managers to develop a Protection Mainstreaming Monitoring and Evaluation Plan. Ensure progresses regarding the incorporation of protection principles are regularly tracked;
- Contribute in the proposition and design of protection-sensitive evaluations;
- Ensure staff members are aware about best practices with regards to protection mainstreaming to avoid causing harm;
- Ensure staff members are well aware about OFDA policies towards PSEA and Child Protection and build capacities of the Field Coordinator as the PSEA Focal Point.

#### Coordination and referral mechanisms

- Facilitate cross-partner protection coordination meetings for improved coordination between partners, sharing of challenges, lessons learned and success stories;
- Participate in protection coordination forums (clusters / working groups) meetings and events, and build strong linkages with protection actors at field and coordination levels;
- Design and implement an internal referral pathway and system and ensure it is aligned with relevant partners', donors' and inter-agency policies and guidelines;
- Ensure staff are equipped to safely and ethically refer protection cases to services providers;
- Handle sensitive and complex cases and build capacities of field staff members to do so;
- Explore opportunities of partnerships with and punctual support from protection actors;

Support the field management staff on coordination over protection issues and needs that are not addressed.

### **ESSENTIAL REQUIREMENTS**

#### **Education & experience**

- University degree in Law, International Law, Political Sciences, Social Work or related field.
- 4+ years relevant professional experience with Masters degree;
- Experience in case management, referral and/or general protection;
- Experience in designing and delivering training programmes in protection in emergencies and protection mainstreaming;
- Experience in reporting on protection activities/issues;
- Experience in reviewing and aligning sector tools and strategic documents in line with protection standards;

#### **Skills**

- Proven communication and behavioral skills to work directly with affected communities;
- Proven record of positive collaborative experience with local counterparts (CSOs, local NGOs, and others);
- Experience of planning, organizing and prioritizing work, working under pressure and matching deadlines;
- Solid Team working and management skills;
- Proactive attitude;
- Excellent computer literacy skills;
- Excellent oral and written English
- Ability to travel in the Middle East and in the EU.

#### **DESIRABLE REQUIREMENTS:**

- Prior experience of donor procedures including EU, OFDA, UN donors an asset;
  - Familiarity with Protection in Emergency related projects and tools;
  - Knowledge of the Middle East context and relevant local actors;
  - Knowledge of Arabic / Kurmanji is a strong asset.
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**HOW TO APPLY:** Interested candidates are invited to submit a detailed CV, a brief cover letter to address the requirements above and contact information for two professional references to: [vacancy@unponteper.it](mailto:vacancy@unponteper.it) . Please reference "*Protection - Name Surname*" in the subject line of your email application. In case you are interested also in other positions published in the same period, please apply with just one email and indicate your preferred order. Only shortlisted candidates will be contacted. Please name the files attached to your application as follow: *surname\_name\_CV, surname\_name\_CL, etc.*

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