

Protection Advisor West Africa Region - HQ

INTERSOS is an independent humanitarian organization that assists the victims of natural disasters, armed conflicts and exclusion. Its activities are based on the principles of solidarity, justice, human dignity, equality of rights and opportunities, respect for diversity and coexistence, paying special attention to the most vulnerable people.

Terms of reference

Job Title: Protection Advisor West Africa Region

Code: SR-00-2593

Duty station: 50% in the field, 50% home based or Dakar INTERSOS office

Starting date: 01/09/2022

Contract duration: 12 months

Reporting to: Head of Protection Unit

Supervision of: Protection Coordinator (functional)

Dependents: According to the country of assignment

General purpose of the position

The Protection Advisor ensures programmatic and technical support to INTERSOS's programmes and initiatives for protection of vulnerable persons who are at particular risk of violence or abuse, including children and women. He/she is the key technical focal point to provide appropriate and timely technical guidance to multiple country programmes (special focus will be given to the West Africa-francophone missions, specifically Cameroun, Central African Republic, Democratic Republic of Congo, Niger, Burkina Faso, Mali and Nigeria) including emergency response, project proposal design and development, reviewing reports and developing strategies to mainstream protection and gender.

Main responsibilities and tasks

- Lead and support the design and development of Protection (including CP and GBV) related project proposals including developing assessment tools, logframes and narratives, planning, monitoring, and evaluating field activities;
- Lead efforts to provide guidance and support to field programmes (both on-site and remote assistance) that will result in development and implementation of high-quality Protection (including CP and GBV) programmes and strategies that make a measurable impact;
- Review relevant projects reports to make sure they are aligned with high quality standards both in terms of content and analysis of protection data;
- Ensure that INTERSOS field programmes have appropriate, relevant, and up-to-date materials, tools, resources, and templates for implementing protection activities;
- Maintain smooth dialogues and open discussions with protection focal points and/or coordinators;
- Help to mainstream Protection, age and diversity principles into all INTERSOS programs through technical guidance, trainings, and sharing update tools and resources.

Development and quality control

- Support the process of roll out and contextualization of the internal protection policies and guidelines, within specific country missions of INTERSOS. In addition, stimulate feedback from the field in order to adjust policies and to facilitate their use.
- Increase and enhance programme monitoring and evaluation, and determining impact, wherever possible, including the use of standard indicators;
- Support, increase and enhance analysis of protection activities and trends within the selected missions and make sure this is disseminated;

Capacity building and learning:

- In coordination with the Head of Protection Unit, map Protection staff expertise and identify human resources that are willing and capable to increase their capacity in the protection fields;
- According to identified needs and resources available and in coordination with the Head of Protection Unit deliver trainings, workshops, seminars to national

and international staff on protection related issues in specific INTERSOS missions;

- Collaborate with HR Department in the selection process of international protection staff for technical advice;
- Appraise performance of international protection Coordinators and discuss evaluation (IRP) and achievement of objectives

Coordination and networking:

- Participate and actively lead INTERSOS's engagement in global relevant working groups and coordination activities, with special attention to Child Protection related mechanisms;
- Ensure the internal protection community is stimulated and there is a constant internal sharing of information and lessons learned utilizing in particular the newly established internal Protection portal;
- Facilitate communication, coordination and collaboration among and within the country programs selected;
- Manage and mentor GBV, CP & Protection staff as appropriate.

Accountability:

- Support missions in the development of feedback mechanisms for beneficiaries, whenever these are involved in protection activities;
- As part of a wider team and upon request, support potential SEA related investigations in case alleged survivors have to be interviewed and in the development of safety plans.

Required profile and experience

Education

- Master's Degree in Gender Studies, Social Work, International Relations, Conflict transformation, Development studies, or related discipline. A bachelor's degree will be acceptable only if the candidate can demonstrate

sufficient experience in gender and protection programming in conflict settings

Professional Experience

At least 5 years of experience working on gender and protection issues in humanitarian contexts, including experience of field-level management of complex humanitarian response and resilience programs; and all phases of the project/program cycle.

Professional Requirements

- Experience of working in the field, preferably on policy or advocacy related to protection of civilians.
- Experience with humanitarian coordination mechanisms and ability to work constructively, collaboratively, and professionally with stakeholders from a variety of different organisations and perspectives
- Knowledge of UN dynamics, systems, structures, and processes, including the UNSC, the IASC, and the GPC
- Experience in humanitarian project planning, coordination, and management
- Demonstrated research and analysis skills
- Demonstrated experience of clearly and effectively communicating complex topics to non-technical audiences

Languages

Excellent written and spoken French. English preferable.

Personal Requirements

- Conscientiousness and reliability, with strong planning and project management skills and excellent attention to detail
- Ability to work efficiently and to organise and prioritise different streams of works, including keeping to tight deadlines
- Excellent presentation skills, as well as excellent written and verbal communication skills
- Excellent interpersonal and facilitation skills

HOW TO APPLY:

Interested candidates are invited to **apply** following the **link** below:
<https://www.intersos.org/posizioni-aperte/italia/#intersosorg-vacancies-italy/vacancy-details/629f2197987cb50020e035d3>

Please note that our application process is made of **3 quick steps: register** (including your name, email, password, citizenship and Skype address), **sign-up** and **apply** by attaching your **CV** and **motivation letter** in **PDF format**. Through the platform, candidates will be able to track their applications' history with INTERSOS. In case you encounter *severe* difficulties applying through the platform, you can send an email attaching your CV and motivation letter (both in PDF version) via email to recruitment@intersos.org, with subject line: "**Platform issue – SR-00-2593-Position**".

Please also mention the name, position and contact details of **at least two references**, including the line manager during your last job. Family members are to be excluded.

Only short-listed candidates will be contacted for the first interview.