

# Job Description

## Preliminary Information

<b>Job title</b>	PROTECTION TECHNICAL ADVISOR
<b>Country &amp; Location</b>	COLOMBIA: NORTH SANTANDER/SANTANDER, ARAUCA
<b>Line Manager</b>	HEAD OF MISSION (HOM)
<b>Creation / Replacement</b>	CREATION
<b>Duration of the mission</b>	6 MONTHS (RENEWABLE)

## General Information

### Context

**Première Urgence Internationale (PUI)** is a non-governmental, non-profit, non-political and non-religious international aid organisation. Our teams are committed to supporting civilians that are victims of marginalization and exclusion, or impacted by natural disasters, wars and economic collapses, by answering their fundamental needs. Our aim is to provide emergency relief to uprooted people in order to help them recover their dignity and regain self-sufficiency. The association leads an average 200 projects a year in the following sectors of intervention: food security, health, nutrition, construction and rehabilitation of infrastructures, water, sanitation, hygiene and economic recovery. PUI is providing assistance to around 7 million people in 20 countries – in Africa, Asia, Middle East, Eastern Europe and France.

The PUI Colombia Mission has been officially in operation since January 2019, in a consortium with Solidarités International (SI), with a focus on meeting urgent needs of Venezuelan migrants and refugees, as well as vulnerable Colombians. This is planned to be achieved through a multi-sectoral, integrated program focusing on health, shelter, protection, food security, and water, sanitation and hygiene, within programs located in North Santander, Santander and Arauca.

In North Santander and Santander, PUI is currently responding to the migrants walking from the Colombian-Venezuelan border to the city of Bucaramanga. In October 2019, the SI/PUI Consortium began the first project in Colombia, ensuring the quality operation of 4 critical refuges on the route, and the access to safe, dignified and culturally appropriate WASH and shelter. PUI will now significantly scale up this program, increasing the amount of refuges supported and include comprehensive health, mental and psychosocial support (MHPSS) and protection activities.

In Arauca, PUI Colombia are operating various Primary Healthcare Clinics, which includes a package of general medicine consultations, basic rapid testing, emergency and secondary care referrals, support to cases of sexual and gender-based violence, social support, MHPSS, and health and hygiene awareness. Also, the program will include activities in response to the COVID-19 pandemic, including provision of specialized technical guidance/support to local public hospitals, modified provision of essential healthcare to target populations to reduce emergency overload of local health structures, public communication relating to Infection Prevention and Control (IPC) and public health, and MHPSS support relating to COVID-19.

<b>Mission profile</b>	
<b>EXPECTED BUDGET IN 2020</b>	<b>± 3 M€ (ESTIMATED)</b>
<b>BASES</b>	<b>NORTH SANTANDER/SANTANDER, ARAUCA</b>
<b>NUMBER OF STAFF</b>	<b>7 EXPATS, 66 NATIONAL</b>
<b>SENIOR MANAGEMENT TEAM</b>	<b>1 HOM, 1 FIELD COORDINATOR (NORTH SANTANDER/SANTANDER), 1 FIELD COORDINATOR (ARAUCA), 1 SUPPORT COORDINATOR, 1 MEDICAL COORDINATOR, 1 MHPSS COORDINATOR, 1 PROTECTION TECHNICAL ADVISOR</b>
<b>TECHNICAL SECTORS</b>	Health MHPSS Protection MEAL

## Description

The Protection Technical Advisor (PTA) will ensure high quality protection interventions of both PUI and SI in Colombia in a strategic manner, protection-mainstreaming across all programs, integrated and standalone protection activities.

The PTA will be in charge of capacity building, monitoring and capitalization and positioning in the protection field in strong collaboration with PUI and SI teams, as well as other consortium partners and forums such as the Protection Cluster. He/she will help build further the capacity of the protection team and will provide strategic guidance, trainings and tools on protection to the whole mission.

The PTA will work under the PUI HOM. In close collaboration with the other Coordinators and with the HQ Protection and Gender Advisor, the PTA will ensure the technical guidance of the teams on the field, in order to ensure that protection is well established within the organization.

The PTA must also be invited to attend specific protection related meetings such as donor meetings, Protection Cluster meetings and consortium meetings in collaboration with the team already in place.

### **Specific objectives and fields of responsibility**

1. Support the implementation of protection components within current programs and
2. Provide technical guidance, technical tools and capacity building of the protection team
3. Contribute to the strategic guidance of the mission on protection programming
4. Represent the organisation in specific instances related with protection
5. Ensure safe programming across all activities

### **Specific objectives and responsibilities**

#### **1. ADVISE AND SUPPORT THE IMPLEMENTATION OF PROTECTION COMPONENTS WITHIN CURRENT PROGRAMS**

- ▶ In close collaboration with the HOM and other Technical Coordinators, he/she will advise on:
  - Specific components of current programs of both PUI and SI, related to protection (e.g. implementation of protection components within refuges)
  - New protection-oriented and protection-centred interventions and activities
  - Provide technical support to implement the data protection protocol and ensure the confidentiality and accountability principles
- ▶ In close collaboration with the relevant OPT team, he/she supports other departments and coordinators in developing messages, tools, analysis and reports with a methodologically sound protection approach (for example support the MEAL Team in integrating protection in PUI M&E tools...)
- ▶ In close collaboration with PUI Partners, he/she contributes to improving the consortium protection analysis and adapted response beyond the component where PUI leads.

## 2. PROVIDE TECHNICAL GUIDANCE, TECHNICAL TOOLS AND CAPACITY BUILDING OF PUI AND SI TEAMS

- ▶ He/she assesses team strengths, weaknesses and opportunities in relation to protection
- ▶ He/she develops and provides relevant protection trainings for PUI's team members in order to improve protection programs and mainstream protection across all levels of the organization.
- ▶ He/she provide technical protection tools based on international standards ( IASC- GPC ...) according to the technical HQ guidance
- ▶ He/she guarantees exchanges and sharing information in the Mission for best practices
- ▶ He/she will be in charge of protection capitalization on the mission and LL

## 3. CONTRIBUTE TO THE STRATEGIC GUIDANCE OF THE MISSION ON PROTECTION PROGRAMMING

- ▶ He/she contributes to the Mission strategy regarding Protection
- ▶ He/she advises on how to best position PUI in the different forums related to protection
- ▶ He/she technically advises PUI and take an active role during the development of the proposals
- ▶ He/she advises on how to strengthen/integrate protection in PUI's programming

## 4. REPRESENT PUI IN SPECIFIC INSTANCES RELATED WITH PROTECTION

- ▶ Upon due delegation from the HOM, he/she attends meetings related to protection (donors, cluster, etc), along with relevant members of the team if needed

## 5. SAFE PROGRAMMING

- ▶ In the same way as the other sectors and in close collaboration with all the workers present on the mission, he or she will have to guarantee in the implementation of activities a safe programming based on human rights approach.

### Expected achievements

- ▶ Ensure the quality protection within PUI's current programs through capacity building, changes of structure, program design, protection internal mainstreaming, technical tools and guidelines etc.
- ▶ Suggest and design new protection components and/or programs methodologically sound and coherent with the humanitarian mandate and positioning of PUI

### Team & coordination

Number of people to manage and their position (expatriate/local staff)

- ▶ Direct management: NA
- ▶ Indirect management: Approximately 72 staff to advise in collaboration with their managers

This position is managed by:

- ▶ Line management: HOM
- ▶ Technical: HQ Protection advisor

The position does not have a specific team to supervise, though will require a substantial amount of coordination: internally, with the Field Coordinators, the Project Managers, etc. and externally, with the consortium partners and the WB consortium secretariat.

The position will be located in the field base of Bucaramanga, and requires spending a significant time in the field, as well as in the other bases of PUI Colombia (Arauca).

## Profiling

### Knowledge and Know-How

	INDISPENSABLE	APPRECIATED
<b>EDUCATIONAL BACKGROUND</b>	<ul style="list-style-type: none"> <li>▶ Master in humanitarian project management/ international human rights law /political sciences/social sciences</li> </ul>	<ul style="list-style-type: none"> <li>▶ Training in Quality process management such as URD (Compas Dynamique) or SPHERE, IASC</li> </ul>
<b>PROFESSIONAL BACKGROUND</b>	<ul style="list-style-type: none"> <li>▶ Humanitarian</li> <li>▶ International</li> <li>▶ Technical</li> </ul>	<ul style="list-style-type: none"> <li>▶ At least 7 years' experience in international protection program management with a minimum of 5 years in a program coordination position or a similar position in an international context</li> <li>▶ Experience in working in environments with similar protection threats required.</li> <li>▶ Strong experiences as a protection trainer and protection tools deliver based on IASC and GPC</li> <li>▶ Strong understanding and experiences of global protection principles and relevant bodies of international law</li> </ul>
<b>KNOWLEDGE &amp; APTITUDES</b>	<ul style="list-style-type: none"> <li>▶ <b>Excellent</b> command in writing and speaking Spanish and English</li> <li>▶ Good and proven capacity to deliver trainings on protection</li> <li>▶ Good and proven public representation skills</li> <li>▶ Strong and proven capacity in diplomatically working among an integrated multi-cultural project team</li> <li>▶ Good team player</li> <li>▶ An individual with strong communication skills, who can build trust and confidently navigate both internally and externally at different levels</li> </ul>	<ul style="list-style-type: none"> <li>▶ Experience in working in Colombia or Venezuela's context is an added value</li> </ul>
<b>LANGUAGES</b>	<ul style="list-style-type: none"> <li>▶ Spanish</li> <li>▶ English</li> </ul>	<ul style="list-style-type: none"> <li>▶ French</li> </ul>
<b>COMPUTER</b>	<ul style="list-style-type: none"> <li>▶ Pack MS Office</li> </ul>	<p style="text-align: center;">Word, Excel, Powerpoint (advanced), Outlook,</p>

### Required Personal Characteristics

- ▶ Diplomacy
- ▶ Dynamic
- ▶ Availability
- ▶ Accuracy
- ▶ Accountability
- ▶ Calm and stress resistant

### Other

- ▶ Strong & objective interest for the Colombian context, along with initial knowledge about the history of the context and the main trends is mandatory.
- ▶ Innovation : capacity to propose new visions, new solutions

## Conditions

### Status

- ▶ **EMPLOYED** with a Fixed-Term Contract

### Compensation

- ▶ **MONTHLY GROSS INCOME**: from 1 980 up to 2 310 Euros depending on the experience in International Solidarity + 50 Euros per semester seniority with PUI

### Benefits

- ▶ **COST COVERED**: Round-trip transportation to and from home / mission, visas, vaccines...
- ▶ **INSURANCE**: including medical coverage and complementary healthcare, 24/24 assistance and repatriation
- ▶ **HOUSING**: Housing allowance
- ▶ **DAILY LIVING EXPENSES**: (« Per diem »)
- ▶ **BREAK POLICY**: 5 working days at 3 and 9 months
- ▶ **PAID LEAVES POLICY**: 5 weeks of paid leaves per year + return ticket every 6 months