

Job Description

Preliminary Information

Job title	PROTECTION COORDINATOR
Country & Location	OCCUPIED PALESTINIAN TERRITORY – RAMALLAH (WEST BANK) MOVEMENTS TO ISRAEL, JERUSALEM, FREQUENT FIELD VISITS AND WORK DAYS IN OUR BRANCHES IN WEST BANK AND GAZA
Line Manager	HEAD OF MISSION
Creation / Replacement	REPLACEMENT
Expected Handover period	5 DAYS

General Information

Context

Première Urgence Internationale (PUI) is a non-governmental, non-profit, non-political and non-religious international aid organization. Our teams are committed to supporting civilians' victims of marginalization and exclusion, or hit 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 in average 190 projects by 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 21 countries – in Africa, Asia, Middle East, Eastern Europe and France.

Since 1967, occupation and political stagnation have directly affected the socio-economic situation of the Palestinian population in the West Bank. The movement restrictions policy is severely limiting Palestinians' access to essential services and markets, and leading to serious and negative impact upon all aspects of their lives, and mainly their livelihoods. The Oslo agreement in 1993 created some hope to bring peace to the region but it quickly showed impossible to achieve for a number of reasons. In 2000, following a visit of Israeli Prime Minister, Ariel Sharon, on Aram al Sharif, the second Intifada started putting the Palestinian population under heavy pressure. In 2006, following elections won by Hamas but not accepted by the international community and Fatah, Hamas and Fatah clashed in the West Bank and Gaza which resulted in a substantial division of the Palestinian society. A civil war occurred in Gaza for a few days following which Fatah leader in Gaza had to escape the strip. Hamas took over the Gaza strip becoming the de facto authority in charge of that part of Palestine while the PA controls the West Bank.

Since then, three wars between Hamas and Israel occurred (2008-9, 2012 and 2014), the latest – Protective Edge Operation - being the most devastating one with about 2,500 persons killed on the Palestinian side (while about 70 persons were killed on the Israeli side) and more than 18,500 houses destroyed in the Gaza strip generating 100,000 IDPs. As of today, reconstruction hardly started due to political issues mainly including disagreement between PA and Hamas over the reconstruction.

The main features of the Israeli occupation remain in place since 2000 and consequently the humanitarian needs in the oPt have not fundamentally changed for the last decade. Israel continues to impose a blockade on Gaza, amounting to collective punishment of the population and affecting every aspect of life in the Gaza Strip. Livelihoods remained severely constrained by policies that restricted access to the areas with the most viable agricultural and fishing prospects. Access restriction, blockade and the internal divisions result in a limited access to essential services and entrenched levels of food insecurity faced by many Gazans in their day-to-day lives. On the other hand, the WB faces development issues (some people peak about "de-development") and an increased pressure on the communities in Area C of the West Bank - rise in demolitions, settlers' violence, no easing on movement restrictions and no progress on the planning and zoning regime. Bedouin and herder communities in particular are affected. East-Jerusalem is also deeply affected by demolitions and restrictions of movement.

PUI's strategic positioning in the oPt

Since 2015, PUI's strategy focuses on providing support to populations affected by the coercive environment and subsequent violations of IHL/HR in both the West Bank (WB) and the Gaza Strip (GS). It combined several sectors to prevent the loss of livelihoods and displacements of population as a consequence of protection threats, lack of services (Health, Education, WASH), and lack of access to agricultural lands or job opportunities.

In the Northern West Bank, PUI operates in 3 districts (Qalqiliya, Salfit, and Nablus) with programming in protection, livelihoods and women economic empowerment. In the Gaza Strip, PUI operates in 3 districts (Middle Area, Khan Younis, Rafah, Middle Area & Gaza), including a big part in the ARA Rafah) with programming in emergency response/NFI, protection, WASH, shelter, rural development, access to land and livelihoods, agriculture and heritage protection.

PUI is leading on several issues including settler violence (WB) and the Access restricted Area (ARA) in the GS.

History of the Mission and On-going projects

PUI started working in occupied Palestinian territory (oPt) in 2002 during the second Intifada. From the beginning, PUI's objectives in oPt was to maintain and improve the food security and livelihoods of the most vulnerable populations directly affected by the protracted conflict between Israel and the Palestinians.

PUI initially worked with communities in the northern part of the West Bank heavily affected by the construction of the separation barrier built by Israel in the early 2000's and communities impacted by nearby settlements expansion. As such, PUI has been successfully providing emergency humanitarian aid to vulnerable communities through income generating activities (i.e. distribution of professional tools kits), food assistance (i.e. emergency jobs creation, distribution of livestock kits or support to small-scale farmers, food distribution) and Water and Sanitation projects (water network construction and chlorination awareness campaigns).

Following the Israeli military operation "Cast Lead" in 2009, PUI also expanded its intervention to the Gaza Strip to support families impacted by the repetitive conflicts and violations of IHL mainly in the Access restricted Area (ARA) of the Gaza strip.

In 2012, PUI formalized its protection approach in its humanitarian programs with a strategic focus on protecting livelihoods and securing economic access to food in communities where populations are directly exposed to violations of Human Rights (HRL) and International Humanitarian Law (IHL), and at-risk of forced displacement.

PUI's Protection projects include: support to farmers whose lands are under access restrictions, reporting on settlers' violence and providing protective response to households and communities to mitigate the threats of settlers violence, land confiscation and risk of forcible transfer. PUI's areas of intervention have been targeted based on protection criteria such as villages and agricultural lands totally or partially located in Area C, villages close to settlements or to the separation wall and the Access Restricted Area (Gaza). Protection related activities both in the West Bank and Gaza Strip are implemented through a consortium of INGOs funded mainly by ECHO (but not only). In addition to this, PUI implements long-term projects focused on access to land and livelihood, especially for vulnerable groups (like women or war-affected people), both in Gaza and West Bank.

Mission profile

EXPECTED BUDGET IN 2018	± 3 M€ (ESTIMATED)
BASES	RAMALLAH, NABLUS, GAZA CITY
NUMBER OF STAFF	ABOUT 36 STAFF INCLUDING 6 INTERNATIONALS
SENIOR MANAGEMENT TEAM	1 HoM, 1 DEPUTY HoM, 1 GAZA FIELD COORDINATOR, 1 WEST BANK FIELD COORDINATOR, 1 ADMIN/FI/LOG COORDINATOR, 1 ADVOCACY COORDINATOR, 2 DATA ANALYSTS (SHARED WITH PARTNERS), 2 M&E MANAGERS, 1 TECHNICAL MANAGER, 1 PROTECTION MANAGER
TECHNICAL SECTORS	Protection Food Security and Livelihood (Agriculture) Emergency Preparedness and Emergency response Shelter/NFI/WASH Gender: Women Economic Empowerment Heritage

Description

PUI has been working on protection programs for 4 years now and has accumulated a lot of operational experience overtime and has positioned itself within the international community as a key player in this field. The Protection Coordinator (PC) position is an evolution of the Protection Advisor in place within PUI since 2016. This profile will ensure high quality protection interventions in both the West Bank (WB) and the Gaza Strip (GS) in a more strategic manner, as well as the protection-mainstreaming across the whole programs and proper training for the staff.

The PC will build on PUI's operational experience and positioning in the protection field in strong collaboration with current PUI's team as well as other consortium partners and forums such as the Protection Cluster (for both Gaza and WB). He/she will help build further the capacity of the protection team in Gaza and West Bank and will provide strategic guidance on protection to the whole mission.

The PC will work under the Head of Mission. In close collaboration with the Field Coordinators, he will ensure the technical management of the Protection teams on the field, in order to ensure that protection is well established within the organization. The PC will also represent asked to attend specific protection related meetings such as donors meetings, Protection Cluster meetings and consortium meetings in collaboration with the team already in place.

Specific objectives and fields of responsibility

1. Coordinate the current protection programs within current programs and mainstreaming protection
2. Technical guidance and capacity building of the protection team
3. Strategic guidance to the mission on protection programming
4. Representing the organisation in specific instances related with protection

Specific objectives and responsibilities

1. STRATEGIC GUIDANCE TO THE MISSION ON PROTECTION PROGRAMMING

- ▶ He/she contributes to the overall design and adjustments of the Mission strategy
- ▶ He/she advises the HoM on how to best position PUI in the different forums related to protection
- ▶ He/she advises PUI and take an active role during the development of the proposals
- ▶ He/she advises the HoM on how to strengthen/integrate protection in PUI's programming at the regional and institutional levels

2. COORDINATE THE PROTECTION COMPONENTS WITHIN CURRENT PROGRAMS AND MAINSTREAMING PROTECTION

- ▶ In close collaboration with the two Field Coordinators, he/she will coordinate:
 - Specific components of our current programs related to protection (i.e. standalone protection activities *like emergency and remedial responses to IHL violations on civilians; profiling protection vulnerabilities of communities...*);
 - protection mainstreaming in current and future programs;
 - new interventions and activities protection-oriented and protection-centred
- ▶ 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 Advocacy Team in developing messages with a "protection" lens, 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

3. TECHNICAL GUIDANCE AND CAPACITY BUILDING OF THE PROTECTION TEAM

- ▶ He/she technically supervises Protection Team in charge in the field
- ▶ He/she assesses Protection 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 PUI's protection programs and mainstream protection across all levels of the organization.

<ul style="list-style-type: none"> ▶ He/she guarantees exchanges and sharing information between Protection Team in the West Bank and Gaza Strip for best practices
4. REPRESENTING PUI IN SPECIFIC INSTANCES RELATED WITH PROTECTION
<ul style="list-style-type: none"> ▶ He/she attends meetings related to protection (donors, cluster, etc), along with relevant members of the team if needed
Two main expected achievements
<ul style="list-style-type: none"> ▶ Ensure the quality of PUI's current protection 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
<ul style="list-style-type: none"> ▶ The position requires to technically supervise staff dedicated to Protection both in WB and GS. Moreover, it will require a substantial amount of coordination: internally, with the Field Coordinators, the Advocacy Coordinator, the Deputy Head of Mission; externally, with the consortium partners and the consortium secretariat both in WB and GS. ▶ The position requires to spend a significant time in both Field bases and the Coordination Office in Ramallah (at least a third of his/her time spent in each base), including field visits and external meetings.

Profiling		
Knowledge and Know-How		
	INDISPENSABLE	APPRECIATED
EDUCATIONAL BACKGROUND	Master in humanitarian project management/ business school/political sciences/social sciences	Training in Quality process management such as URD (Compas Dynamique) or SPHERE
PROFESSIONAL BACKGROUND <ul style="list-style-type: none"> ▶ Humanitarian ▶ International ▶ Technical 	At least 3 years' experience in protection program management or a similar position in an international context Experience in working in environments with similar protection threats as the oPt required. Strong understanding of global protection principles and standards and relevant bodies of international law	Experience in working in Arab/Muslim countries and/or in oPt will be an added value
KNOWLEDGE & APTITUDES	<ul style="list-style-type: none"> ▶ Excellent command in writing and speaking English ▶ Good and proven capacity to deliver trainings on protection ▶ Good and proven public representation skills ▶ Strong and proven capacity in diplomatically working among an integrated multi-cultural project team ▶ An individual with strong communication skills, who can build trust and confidently navigate both internally and externally at different levels 	
LANGUAGES <ul style="list-style-type: none"> ▶ English ▶ Others 	Excellent	Arabic (intermediate)
COMPUTER <ul style="list-style-type: none"> ▶ Pack MS Office 	Word, Excel (advanced), Outlook, Powerpoint	

Required Personal Characteristics
<ul style="list-style-type: none"> ▶ Diplomacy ▶ Dynamic ▶ Availability ▶ Accuracy ▶ Accountability ▶ Calm and stress resistant
Other
<ul style="list-style-type: none"> ▶ Strong & objective interest for the Israeli-Palestinian context: initial knowledge about the history of the conflict and the main trends is mandatory. ▶ Innovation : capacity to propose new visions, new solutions

Conditions
Status
<ul style="list-style-type: none"> ▶ EMPLOYED with a Fixed-Term Contract
Compensation
<ul style="list-style-type: none"> ▶ MONTHLY GROSS INCOME: from 2200 up to 2560 Euros depending on the experience in International Solidarity + 50 Euros per semester seniority with PUI
Benefits
<ul style="list-style-type: none"> ▶ 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