

Preliminary job information

Job Title	PROTECTION COORDINATOR
Country & Base of posting	NIGERIA – MAIDUGURI
Reports to	DEPUTY HEAD OF MISSION PROGRAMS
Duration of Mission	12 MONTHS RENEWABLE

General information on the mission

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 on average 200 projects per year in 8 complementary sectors: health, food security, nutrition, protection, rehabilitation and construction of infrastructures, access to water, hygiene and sanitation and economic recovery. PUI is providing assistance to around 7 million people in 22 countries – in Africa, Asia, Middle East, and Europe. Following the intensification of the Chad Lake conflict in Nigeria (North East of the Country) and in order to respond to the health, food security, nutrition and livelihood needs, PUI opened its Nigerian mission in 2016.

General Context :

With the largest population in Africa (between 178 and 200 million inhabitants), Nigeria is ranked as one of the strongest economy of the continent relying on oil and petroleum products as well as mineral resources (gold, iron, diamonds, copper etc...). Despite a strong economy, Nigeria suffers from important development disparities between North and South provinces of the country, social and economic inequalities, and from a high rate of corruption at every level of the economic and administrative systems. Moreover, Nigeria is a very diverse country, hosting multiple ethnic groups and religion.

The on-going conflict in the North-East States of the country (states of Borno, Adamawa and Yobe) and widespread violence triggered a large scale humanitarian crisis. This context is exacerbated by the extreme violence from armed-opposition groups ISWAP (Islamic State's West Africa Province) and JAS (Jama'atu Ahlis Sunna Lidda'awati wal-Jihad) targeting civilian populations in NE Nigeria. In October 2019, there were 2 019 000 internally displaced persons (IDPs) in the country according to the UNHCR and 7.1 million people were considered to be in a humanitarian emergency situation. Three years of conflict have seriously deteriorated living conditions in Borno, Adamawa and Yobe States and have depressed agricultural production, exacerbating populations' critical needs for life-saving assistance.

The conflict in the North-East

In 2001, the group called Boko Haram initiated social action and education activities in response to a corrupt state that leaves out a large part of the population. Over the years, the group began to carry out violent actions and to start a real armed rebellion against the government of Nigeria. In 2015, the Nigerian army received military support from neighboring countries (Cameroon, Niger, Benin and Chad) and a Western military coalition (United States, France, United Kingdom) to support their actions against armed-opposition groups in NE Nigeria. In August 2016, a schism was observed between JAS (Jama'atu Ahlis Sunna Lidda'Awati Wal-Jihad - the historical branch) led by the historical member of the group: Abubakar Shekau and ISWAP, the current Caliphate province in West Africa led by Al Barnawi, appointed by Al Baghdadi of Raqqa. Since then, the State of Borno has been under the influence of these two armed groups and civilian populations subject to extreme violence and the devastating consequences of the conflict.

Since 2015, the Government of Nigeria (GoN) and his allies in the Multinational Joint Task Force (MJTF) have retaken control of some of the AOGs' controlled aread, starting with Maiduguri MMC and others towns, but the conflict continues, reducing humanitarian actors' access to civilians. This large-scale violence in north-eastern Nigeria and on its borders is causing massive internal displacement, particularly in Borno State, and has resulted in one of the world's largest protection crises, in which civilians face serious risks to their lives, safety, well-being and human rights.

Humanitarian consequences:

The armed conflict affected more than 14 million people, with 2 million forcibly displaced in the Lake Chad Basin region, and new displacement continues. Following the new conflict and military developments, several Local Governmental Areas (LGAs) of Borno State were deemed accessible to humanitarian aid by the Nigerian government. But outside of the capital cities, in the countryside, the security is not granted to the populations and to the humanitarian workers. Assessments conducted in newly accessible areas in Borno State revealed severe humanitarian and protection conditions. Still, many people remain inaccessible to humanitarian actors due to insecurity, particularly in Nigeria's Borno State and border areas of Cameroon and Niger.

In 2019, AOG's areas of influence increased, while military reach decreased in the Northeast, according to INSO. Many LGAs are empty because people have fled to towns where there is a military presence.

OCHA has estimated that 800,000 people are still in inaccessible areas; these are arguably the most vulnerable populations. About 55%

of the displaced are children, and the number of women and child-headed households is increasing as male heads of household have either disappeared, been killed or are afraid to return to their families. Sexual and gender-based violence (SGBV) is prevalent, and many people have suffered the trauma of violent experiences. Given the active hostilities between various groups, reduced access to basic services, disruption of livelihoods and increased attacks by armed groups against civilians, internal displacement is not expected to slow down. Finally, given the recent deterioration in the overall security and humanitarian situation, further influxes into the security zones are still expected in the coming year. Millions of people in north-eastern Nigeria depend on humanitarian assistance for survival. Despite significant improvements in 2017 and 2018, the food security and nutrition situation remains fragile in the north-east, with almost 3 million people in the BAY states in need of food aid in September 2019. More than 5 million people are in need of health assistance, as two thirds of the health facilities in the BAY states have been damaged by the conflict. Basic survival needs are compounded by barriers to access and security.

Humanitarian access is often impeded or restricted due to ongoing hostilities, threats of attack, improvised explosive devices and unexploded ordnance, and impassable roads and bridges. The humanitarian community also faces movement restrictions imposed by parties to the conflict. Many areas in Borno State are considered high-risk areas for humanitarian actors, limiting access to vulnerable communities.

In determining the scale of the response for 2019 (over US\$1 billion in consolidated appeals), humanitarian partners agreed to focus on those states assessed as most affected by violent conflict, destruction of infrastructure, massive displacement, ongoing insecurity and related factors. The most critical areas in need of humanitarian assistance are in Borno, Adamawa and Yobe States, where millions of people are in urgent need of life-saving assistance.

This conflict and the lack of basic services that preceded it have created acute humanitarian and protection needs for those affected by the crisis, including refugees, internally displaced persons (IDPs) and local communities.

Recent studies reveal severe acute malnutrition rates and very high food insecurity for people in the north-eastern part of the country in Borno State. Some landlocked geographical areas may even face starvation.

PUI's strategy/position in the country

For the year 2020 our operational strategy is based on the following objectives :

- Increase basic humanitarian assistance coverage to those in need within Borno State
- Contribute to developing a deeper understanding of the humanitarian needs within communities
- Food and nutrition insecurity is reduced for crisis-affected populations Self-reliance is strengthened within accessible and safe regions
- The overall protection environment of targeted communities is enhanced
- Vulnerable and conflict-affected individuals with specific protection needs and risks can access specialized protection services
- Contribute to the reduction of morbidity and mortality especially for women, children
- And the main programmatic objectives of the mission for 2020 can be synthesized as follows:
- Continue and further develop the response to urgent needs of IDPs and Host Communities living in Maiduguri City through Food Security, Health, Nutrition and Protection activities.
- Further develop the integrated multi-sector response in Maiduguri City with the widening of the sectoral scope of PUI intervention by adding Protection, MHPSS, WASH... to the response portfolio (either directly or through coordinated approach with external actors)
- Develop the support to vulnerable populations in Monguno, through the continuity of Health, Nutrition and Protection projects

History of the mission and current programs

The PUI Nigerian Mission has been officially opened in April 2016, with a focus on meeting urgent needs, including improving access to food commodities for Internally Displaced People (IDP) and host communities (HC), later adding Primary Health Care and Nutrition activities. This initial intervention was focused on populations living in Maiduguri. The progressive sectorial widening allowed to start implementing an integrated approach from 2017 in Bolori II Ward in food security, livelihoods, nutrition and health, with the support of ECHO, FFP, OFDA and CDCS, in line with PUI's global strategy. In 2020, PUI will further develop its comprehensive response in Maiduguri and Monguno, with the main objectives of reducing morbidity and mortality of the most vulnerable population and promoting protection amongst the whole affected community.

Configuration of the Mission	
BUDGET ESTIMATE 2020	16.2 MILLION EUROS
BASES	ABUJA (ADMINISTRATIVE OFFICE) MAIDUGURI (COORDINATION OFFICE), MAIDUGURI AND MONGUNO (FIELD OPERATION OFFICE)
NUMBER OF EXPATRIATES	26
NUMBER OF NATIONAL STAFF	350
NUMBER OF CURRENT GRANTS	4
MAIN PARTNERS	ECHO, USAID/OFDA, USAID/FFP, WFP
ACTIVITY SECTORS	Food Security (Cash transfer) Early Recovery and Livelihood (inception phase) Health (Primary Health Care) and MHPSS Nutrition Protection Logistics

Job Description
Overall objective <p>The Protection Coordinator enforces the mission's technical strategy and the quality of current and future programmes during the design, implementation, and evaluation stages. He/She provides support to the programme directors (Field Coordinators and Project managers) and ensures protection mainstreaming through a working relationship with other technical coordinators and MEAL department.</p>
Responsibilities and Fields of Activity <p>The Protection Coordinator position aims at strengthening the capacity of the organization to deliver on high quality protection programs. The Protection Coordinator will work under the Deputy Head of Mission Programs and in close collaboration with the other technical coordinators (Medical, MHPSS, Food Security and Livelihood) and the MEAL department in order to ensure that protection is well established within the organization.</p> <ul style="list-style-type: none"> • Programmes: He/She provides functional support, related to technical aspects, to program managers during programme implementation; he/she ensures technical guidance and capacity building of the protection team and Programs Department (technical unit and MEAL department) • Evaluation/Strategy: He/She takes part in developing the operating strategy and proposes new services to respond to needs identified in the target country. • Human Resources/Training: He/She provides technical support to programme department in hiring for technical positions, and supervises the technical training provided in response to identified needs; • Representation/Coordination: He/She coordinates PUI's representation to partners, donors, and authorities within the sector, in the technical field of expertise, and ensures that information about the mission is properly distributed. Act as PUI focal point for all coordination forums related to protection, including the Protection Sector, GBV and CP sub-sectors, etc.
Tasks and Responsibilities <ol style="list-style-type: none"> 1. COORDINATE THE PROTECTION COMPONENTS WITHIN CURRENT PROGRAMS AND MAINSTREAMING PROTECTION <ul style="list-style-type: none"> • In close collaboration with the two Programs managers and Field Coordinators/DFC, he/she will coordinate: Specific components of our current programs related to protection / Protection mainstreaming in current and future programs / New interventions and activities protection-oriented and protection-centred • He/she supports other departments and coordinators in developing messages, tools, analysis and reports with a methodologically sound protection approach • 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. PARTICIPATE IN DESIGNING AND REVISING THE OPERATING STRATEGY

- He/She monitors changes in humanitarian needs in the target country and proposes new services to his/her supervisor, ensuring that they fall within PUI's mandate and in the mission's country strategy.
- He/she contributes to the overall design and adjustments of the Mission strategy
- He/she advises the DHoMP/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 DHoMP/HoM on how to strengthen/integrate protection in PUI's programming

3. TECHNICAL GUIDANCE AND CAPACITY BUILDING OF THE PROTECTION

- He/she technically supervises Protection Team in charge in the field (two operational bases)
- 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.
- He/She supervises the organisation of outside protection training modules.
- He/She provides technical support to the program manager and coordinator in hiring for senior-level local protection positions (job descriptions, tests, and hiring interviews). He/She also participates in defining job profiles for expatriate protection managers.
- He/she guarantees exchanges and sharing information between Protection Team in Maiduguri and Kukawa for best practices

4. PARTICIPATE IN DISTRIBUTING INFORMATION AND REPRESENTING PUI

- He/She feels the flow of information in place between the field and the Coordination and within the coordination team itself. This mainly relates to providing technical coordination for everyone involved in the same area of activity, as well as in other service areas. They encourage the sharing of experience and knowledge within the group.
- He/She takes part as an active member in coordination meetings.
- He/She represents PUI to partners, donors, and authorities in meetings related to protection sector and coordinates with its teams for his/her technical area of expertise.
- He/she supports the development of advocacy positions to be shared with the Protection Working Group and to inform country-wide and international advocacy
- He/She proposes a system for managing information in cooperation with the MEAL Department.
- He/she advises the HoM/PC on how to best position PUI in the different forums related to protection.
- He/she attends meetings related to protection (donors, cluster, etc), along with relevant members of the team if needed

5. CONTRIBUTE TO THE PROTECTION PROGRAMME DEVELOPMENT

- Work closely with the Deputy Head of Mission for Programmes to identify funding opportunities
- In coordination with the DHoMP, Protection Managers, Field co, Deputy Field co and the MEAL department, contribute in the development of project proposals/CNs and project revisions based on identified gaps and needs, as well as strategic priorities. To this end, support the definition of programmes activities, logframes and budgets based on baseline assessments and internal learning.
- In coordination with the Protection Managers, Field Co, Deputy Field co and the MEAL department, participates to donor reports by providing technical oversight on strategic considerations and programme activities so as to ensure accurate, coherent and timely reporting.

Two main expected achievements

- 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 management

- Number of people to manage and their position (expatriate/local staff)
- Direct management: 0
- Functional management: Program teams related to protection, Technical Coordinators, MEAL department staff, Field Coordinators / Deputy Field Coordinator

Required Profile

Required knowledge and skills

	REQUIRED	DESIRABLE
TRAINING	<ul style="list-style-type: none"> ▶ Master's degree in a relevant subject, such as human rights law, refugee law, IHL, migration, international relations and/or international development 	
PROFESSIONAL EXPERIENCE Humanitarian International Technical	<ul style="list-style-type: none"> ▶ Previous experience working in context of mixed migration and internal displacement, with good knowledge of the protection issues affecting forcibly displaced individuals ▶ Excellent technical knowledge of protection standards and principles and capacity to develop effective responses according to needs and relevant frameworks ▶ Commitment to integrate gender, conflict sensitivity and accountability into programming ▶ At least 3 years in protection program management or a similar position in an international context ▶ Experience in working in environments with similar protection threats as in Nigeria required. 	<ul style="list-style-type: none"> ▶ Experience in working in war/conflict countries will be an added value, as well as experience in PSS, SGBV, Advocacy/ Human rights
KNOWLEDGE AND SKILLS	<ul style="list-style-type: none"> ▶ Solid experience in project development and management ▶ Strong capacity building, facilitation, and presentation skills ▶ Good knowledge of institutional donors regulations and policies ▶ Ability to work flexibly in a diverse team, with proven leadership skills ▶ Excellent English writing and speaking skills 	<ul style="list-style-type: none"> ▶ Good external representation skills, with excellent communication and ability to advocate in line with humanitarian principles ▶ Demonstrate ability in thinking creatively and practically to improve the quality of programming and achieve greater impact
LANGUAGES French English Other (specify)	X	X Hausa
SOFTWARE Pack Office Other (specify)	X (Word, Excel (advanced), Outlook, Powerpoint)	Knowledge of data collection/analysis tools and software

Required Personal Characteristics (fitting into the team, suitability for the job and assignment)

- ▶ Ability to work independently, take initiatives and take responsibility
- ▶ Resilience to stress
- ▶ Diplomacy and open-mindedness
- ▶ Good analytical skills
- ▶ Organisation and ability to manage priorities
- ▶ Problem solving and solution oriented thinking
- ▶ Ability to work and manage professionally and maturely
- ▶ Ability to integrate into the local environment, taking account of its political, economic and historical characteristic
- ▶ Strong commitment to support/develop capacity of national staff and developing second layer of leadership
- ▶ Team player: proven management ability and inter-personal skills
- ▶ Excellent communication skills
- ▶ Ability to work in volatile and secluded contexts

Conditions

Status

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

Salary Package

- ▶ **MONTHLY GROSS INCOME**: from 2 200 up to 2 530 Euros depending on the experience in International Solidarity + 50 Euros per semester seniority with PUI

Costs Covered

- ▶ **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** : in collective accommodation
- ▶ **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