Job Description

Preliminary Information

<table>
<thead>
<tr>
<th>Job title</th>
<th>PROTECTION COORDINATOR</th>
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<tr>
<td>Country &amp; Location</td>
<td>OCCUPIED PALESTINIAN TERRITORY – BASED IN RAMALLAH. MOVEMENTS TO ISRAEL, JERUSALEM, FREQUENT FIELD VISITS TO NABLUS (WEST BANK) AND GAZA STRIP</td>
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<tr>
<td>Line Manager</td>
<td>DEPUTY HEAD OF MISSION</td>
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<td>Creation / Replacement</td>
<td>REPLACEMENT</td>
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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/IHL in both the West Bank (WB) and the Gaza Strip (GS). It combines 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.

PUI operates across the West Bank with programming in protection, livelihoods and women economic empowerment. In the Gaza Strip, PUI operates across the strip but with a geographic focus on the Access Restricted Areas (ARA) 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/PI/LOG COORDINATOR, 1 ADVOCACY AND POLICY COORDINATOR, 2 MEAL COORDINATORS (SHARED WITH PARTNERS), 1 PROTECTION COORDINATOR

**TECHNICAL SECTORS**  
Protection, MHPSS, Gender  
Food Security and Livelihood (Agriculture)  
Emergency Preparedness and Emergency response Shelter/NFI/WASH  
Cultural Heritage
**Description**

PUI has been working on protection integrated programs for 4 years now, has accumulated a lot of operational experience overtime and positioned itself within the international community as a key player focusing in particular on the ARA and the phenomenon of settler related violence. The Protection Coordinator (PC) will ensure high quality of protection integration in the interventions in the West Bank (WB) and in the Gaza Strip (GS) in a strategic manner, protection-mainstreaming across all programs and technical training of project teams.

The PC will build on PUI’s operational experience and positioning in the protection field in strong collaboration with current PUI team 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 in the WB and GS and will provide strategic guidance on protection to the whole mission.

The PC will work under the line management of the Deputy Head of Mission. In close collaboration with the Field Coordinators, she/he will ensure the technical guidance of the Protection teams on the field, in order to ensure that protection is well established within the organization. The PC will be invited to attend specific protection related meetings such as donors meetings, Protection Cluster meetings and consortium meetings in collaboration with the team already in place. The PC coordinates the planning/organising of the ARA working group in Gaza.

**Specific objectives and fields of responsibility**

1. Support the implementation of protection components within current programs and mainstreaming of protection across all programs
2. Provide technical guidance 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

**Specific objectives and responsibilities**

1. **SUPPORT THE IMPLEMENTATION OF PROTECTION COMPONENTS WITHIN CURRENT PROGRAMS AND THE PROTECTION MAINSTREAMING**
   - In close collaboration with the Field Coordinators and the Deputy Head of Mission, 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, improving age, gender and diversity sensitive-responses in Gaza and WB, the referral pathways of the activities …);
     - Protection mainstreaming in current and future programs;
     - New protection-oriented and protection-centred interventions and activities.
   
   - 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 WB Consortium and Gaza protection analysis and adapted responses beyond the component where PUI leads.

2. **PROVIDE TECHNICAL GUIDANCE AND CAPACITY BUILDING OF THE PROTECTION TEAM**
   - He/she technically supervises the Protection Teams in charge in the field
   - He/she assesses the 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 guarantees exchanges and sharing information between the Protection Teams in the Mission for best practices.

3. **CONTRIBUTE TO THE STRATEGIC GUIDANCE OF THE MISSION ON PROTECTION PROGRAMMING**
   - He/she contributes to the Mission strategy regarding Protection
   - He/she advises the HoM 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 the HoM 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

Two main expected achievements

Ensure the quality of PUI’s current protection programs through capacity building, 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, supporting the work to have PUI recognised as protection actor in the oPt

Team & coordination

The position requires to technically supervise staff dedicated to Protection in the WB and GS. Moreover, it will require a substantial amount of coordination: internally, with the Field Coordinators, the Advocacy Coordinator, the M&E and field team; externally, with the WB Consortium & Secretariat and with partners in Gaza, as well as other protection actors.

The position requires to spend a significant time in the field bases in Nablus and Gaza, and in the Coordination Office in Ramallah (roughly a half of his/her time should be spent in the bases), in addition to field visits and external meetings.

Profiling

Knowledge and Know-How

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<th>INDISPENSABLE</th>
<th>APPRECIATED</th>
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<tr>
<td><strong>EDUCATIONAL BACKGROUND</strong></td>
<td>Master in humanitarian project management/business school/political sciences/social sciences/international humanitarian law/Human Rights Law</td>
<td>Training in Quality process management such as URD (Compas Dynamique) or SPHERE</td>
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<td><strong>PROFESSIONAL BACKGROUND</strong></td>
<td>At least 3 years’ experience in protection program management or a similar position in an international context</td>
<td>Experience in working in Middle Eastern countries and/or in oPt will be an added value</td>
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<tr>
<td>– Humanitarian</td>
<td>– International</td>
<td>– Technical</td>
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<tr>
<td>– Technical</td>
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<tr>
<td><strong>KNOWLEDGE &amp; APTITUDES</strong></td>
<td><strong>Excellent</strong> command in writing and speaking English</td>
<td>– Good and proven capacity to deliver trainings on protection</td>
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<td>– Good and proven public representation skills</td>
<td>– Strong and proven capacity in diplomatically working among an integrated multi-cultural project team</td>
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<td>– An individual with strong communication skills, who can build trust and confidently navigate both internally and externally at different levels</td>
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<tr>
<td><strong>LANGUAGES</strong></td>
<td><strong>Excellent</strong></td>
<td>Arabic (intermediate)</td>
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<tr>
<td>– English</td>
<td>– Others</td>
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<tr>
<td><strong>COMPUTER</strong></td>
<td>Word, Excel (advanced), Outlook, Powerpoint</td>
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<tr>
<td>– Pack MS Office</td>
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### Required Personal Characteristics

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

### Other

- 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

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

#### Compensation

- **MONTHLY GROSS INCOME:** from 2200 up to 2560 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