



VACANCY ANNOUNCEMENT

VACANCY NO.:	Q-IRQ-VA-19042
POSITION:	Protection Manager
REPORTING TO:	Head of Erbil Office
NUMBER OF POSITION:	01
DUTY STATION:	Erbil Governorate
EMPLOYMENT TYPE:	Full- time (Sunday to Thursday 8h00-16h00)
CONTRACT DURATION:	Till 31-December-2019 (Renewable based on Fund)
TYPE OF ANNOUNCEMENT:	External (Expats Only)
ANNOUNCEMENT DATE:	05 May 2019
APPLICATION DEADLINE:	20 May 2019

BACKGROUND:

QANDIL is a Swedish non-profit, non-political, non-religious humanitarian aid organization that was founded in 1991 in Stockholm, Sweden. Having continuously operated in the Kurdistan Region ever since, QANDIL's main priorities of work are construction and infrastructure activities, refugee and IDP initiatives, health, water, sanitation and hygiene, and capacity building.

Main Duties & Responsibilities:

- Streamline protection into all activities carried out by Qandil;
- Build protection capacity of key Qandil staff in different departments and projects;
- Meet with team leaders on a regular basis to improve and ensure the inclusion of protection standards in the projects;
- Support and guide staff and respond promptly to anticipated shortages and gaps. Participate in recruitment of new staff through drafting TORs, interviews, shortlisting, etc;
- Preview and ensure inclusion protection aspects and quality of biweekly and monthly reports, and contribute to annual reports;
- Develop good working relationships with donors, governmental departments, local and international organizations in each thematic area;
- Politically and culturally sensitive with qualities of patience and diplomacy;
- Stay overtime when required to meet the needs of unforeseen IDP and refugee influxes;
- Liaise and coordinate with UNHCR staff to maintain a close and professional working relationship;
- Attend relevant meetings of partners and donor community to identify gaps and to improve QANDIL's presence and need for future humanitarian interventions;
- Serve as Co-Lead of Erbil Protection Working Group;
- Identify Focal Point for GBV and Child Protection and ensure that QANDIL is well represented in the relevant sub-groups;
- Perform other relevant duties as directed by senior managers.

Required Qualification & Skills:

- Master or Bachelor Degree in refugee studies, human rights Law, international relations, development studies or any other relevant field;
- At least five years' experience in managing protection projects in refugee/IDP situations, camp as well as urban context, including emergency operations;



- Excellent planning and organizing skills;
- Excellent communication and presentation skills;
- Ability to work under time-pressure and excellent time management skills;
- Ability to guide, mentor, coach and supervise staff;
- Ability to demonstrate a good understanding of community-based approach and urban refugee and IDP policies.

Desirable

- Experience of working and living in Middle East, or similar contexts;
- Specific experience of managing UNHCR and other donor projects;
- Completion of protection learning/training activities;
- Knowledge of Arabic and/or Kurdish is desirable.

We offer:

- Gross Salary: 4,500 USD/ month*. Lump sum that includes basic salary, expected accommodation* costs, mission hardship and international transportation allowances;
- Tax to the governmental tax department which will be deducted from staff's gross salary according to KRI Taxation Law; this sums up to about 125 USD/month when the gross salary is 4,500 USD/month;
- QANDIL will assist and handle the legal documents by a lawyer. The average price ranges 400 USD – 600 USD/ month depending on your accommodation location and standard.

Other benefits:

- 600 USD welcome package to cover your immediate accommodation until you find a suitable residence;
- Reimbursement cost up to 500 USD for one-time flight ticket during employment contract;
- Costs for residency card and visa fees;
- Life and Medical Insurance (valid worldwide);
- 50 USD per month on top of gross salary to cover costs for international money transfer;
- Transportation to/from your residence during the working hours and a QANDIL Vehicle (without driver) will be available to be used by the expats after working hours' movements (subject to local driving permit regulations and QANDIL policies);
- Communication Allowance: Mobile phone, Sim-card and prepaid scratch cards will be covered by QANDIL Organization for working calls during your assignment;
- Internet modem and prepaid scratch cards will be covered by QANDIL Organization for work related calls, QANDIL assignments and reasonable personal use;
- Annual Leave and Vacation: 30 paid days/annum as an annual leave, 30 paid days/annum in case of certified sick leave and 15 days/annum unpaid leave, in addition to the official public holidays which would be announced by QANDIL organization in advance, however, the entitlement for the annual leave will only be affective after successful completion of probation period;
- R&R: Five working days after every three months work (travel costs will not be covered by QANDIL);
- Per diem when travel within Kurdistan Region of Iraq and to Ninawa governorate.



Swedish Humanitarian
Aid Organization

HOW TO APPLY:

Interested applicants must send their most recent CV with a cover letter to recruitment@qandil.org and Applicants from Sweden may apply through daniel.madhani@qandil.org, Subject line must read: **Protection Manager – Erbil.**

Note: Applications not meeting the specified minimum requirements or received after closing date may not be considered. Shortlisted candidates will be contacted for an interview that may include a written test of technical

Women are strongly encouraged to apply