



## VACANCY ANNOUNCEMENT

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<b>VACANCY NO.:</b>	<b>Q-IRQ-VA-19043</b>
<b>POSITION:</b>	<b>Protection Team Leader</b>
<b>REPORTING TO:</b>	<b>Protection Manager</b>
<b>NUMBER OF POSITION:</b>	<b>01</b>
<b>DUTY STATION:</b>	<b>Erbil Governorate</b>
<b>EMPLOYMENT TYPE:</b>	<b>Full- time (Sunday to Thursday 8h00-16h00)</b>
<b>CONTRACT DURATION:</b>	<b>Till 31-Dec.-2019</b>
<b>Gross Salary:</b>	<b>1705 USD Per month</b>
<b>TYPE OF ANNOUNCEMENT:</b>	<b>Internal/External</b>
<b>ANNOUNCEMENT DATE:</b>	<b>14 May 2019</b>
<b>APPLICATION DEADLINE:</b>	<b>18 May 2019</b>

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### **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.

### **Summary:**

The Protection Team Leader will play an integral role in the smooth implementation of QANDIL's PARC Project' for IDPs. S/he will supervise and coach three Protection Monitoring teams, each consisting of two Protection Assistants, while reporting to the PARC Manager. S/he will be responsible to ensure the quality of the work of their teams, by providing them with adequate capacity building and on-the-ground coaching, in close cooperation with the PARC Manager and Protection Coordinator. The Protection Team Leader will support and guide their teams in providing timely and effective protection responses to the needs of populations of concern, while employing a community-based, age, gender and diversity-sensitive approach. The incumbent will report on trends and contribute to designing a protection strategy to address gaps identified, in coordination with the PARC Manager. The Protection Team Leader will ensure that Persons of Concern are involved in making decisions that affect them, whether in accessing their rights or in identifying appropriate solutions to their problems. To achieve this, the incumbent will need to build and maintain relations with different QANDIL departments, communities of concern, authorities, protection and partners as well as a broader network of stakeholders who can contribute to enhancing protection. The Protection Team Leader will act as a shining example to other team members in upholding QANDIL and UNHCR's code of conduct and ensure that all Persons of Concern are treated with dignity and respect in accordance with humanitarian principles and human rights standards.

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### **Main Duties & Responsibilities:**

- Supervise and coach three protection monitoring teams, consisting of two protection assistants each.
- Orient and train new staff members in the field.
- Accompany PM teams on household visits in various locations across Erbil Governorate, to monitor and coach them, preferably once a week or at minimum biweekly with each team.
- Guide teams in providing counseling on protection issues to Persons of Concern, including cases of SGBV and child protection.



- Assist PM teams in responding to the specific needs of individuals through appropriate referrals and ensure timely and adequate follow-up for every case referred.
- Enhance the reporting and IT skills of PM teams.
- Maintain effective linkages and coordinate efforts with internal and external departmental staff (including Legal Team, Data Team, Helpline Team, Finance, Outreach, etc.), local authorities, other partners and UNHCR on activity implementation, quality control and planning.
- Assist in formulating a strategic and well-structured plan in collaboration with supervisor and work in close coordination with protection monitoring teams to ensure all activities are performed in line with the plan, and that targets for protection activities are met in a timely manner.
- Provide technical support and guidance to the team members, mainstreaming protection methodologies according to UNHCR standards and ensuring timely case follow-up.
- Meet regularly with the PM teams, individually with each team and together with all three teams, in order to identify any challenges or staff issues, in order to respond in a timely manner and ensure both smooth implementation and the welfare of staff.
- Meet regularly with PM teams in order to monitor their work, collect information, analyze and report on identified protection incidents, trends, gaps and interventions in various locations across Erbil governorate. Meeting minutes should be taken in each meeting to document the work and ensure transparency.
- Keep PARC Manager regularly appraised of gaps and problems in protection activities and issues for internal improvement, recommendations, advocacy or take-up with other agencies.
- Support in the organization of focus group discussions and other activities/events as requested.
- Attend and actively participate in coordination meetings and trainings when required by supervisors.
- Assist supervisors in the preparation and dissemination of messages and materials.
- Assist PARC Manager in monitoring the leave requests of the staff members, ensuring to meet targets and to plan ahead to fill gaps when staff are on leave.
- Provide team members with constant feedback to improve their performance, and conduct formal performance appraisals on a quarterly basis.
- Perform other duties as assigned by supervisors.

#### **Required Qualification & Skills:**

- Bachelor degree in project management or international Law;
- 2-3 years of relevant experience in protection, social work, law, human rights, humanitarian response or other relevant field;
- General knowledge of issues pertaining to Persons of Concern to UNHCR and UNHCR's protection mandate;
- Fluency in Kurdish, Arabic & English Languages;
- Excellent reporting skills;
- Computer literate - Microsoft Office, Outlook etc;
- Excellent interpersonal and communication skills with a team work attitude;
- Excellent analytical skills and strategic planning;
- Confidentiality - Ability to handle sensitive matters appropriately;
- Willingness to work in all areas of Erbil Governorate and to work overtime if required by supervisors.



Swedish Humanitarian  
Aid Organization

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**HOW TO APPLY:**

Interested applicants must send their most recent CV with a cover letter to [recruitment@qandil.org](mailto:recruitment@qandil.org) Subject line must read: **Protection Team Leader – 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 communication and writing skills.

**Women are strongly encouraged to apply**