NORWEGIAN
REFUGEE COUNCIL

1. Professional competencies

These are skills, knowledge, qualifications and experience that are important for effective performance.

Generic professional competencies:

- **Experience**: A minimum of 2 years of experience in Monitoring, Evaluation, and Learning (MEL) roles, preferably within the humanitarian sector, is required.
- **Education:** A bachelor's degree in a relevant field such as Statistics, Social Sciences, Development Studies, or similar is required.
- **Communication:** Excellent communication skills are essential for this role.
- **Report Writing:** strong report writing skills, with the ability to present data in a clear and concise manner.
- Training and Capacity Building: experience in providing training and capacity building of staff in MEL technical and conceptual areas.
- **Project Management:** experience in managing MEL activities for projects, including planning, implementing, and monitoring.
- **Data Analysis:** Proficient in data analysis tools such as Excel or Access and visualization tools such as Tableau or Power BI.
- Strong organizational and team working skills.
- Fluency in English and Arabic both written and verbal.

Context related skills, knowledge, and experience:

- **Sector Knowledge:** data protection principles, international standards, data tech and systems.
- **Language**: Advanced English and Fluency in Arabic are required for this role.
- **Cultural Sensitivity:** Understanding the local culture and customs and being able to work effectively in a diverse environment.
- **Advantage:** Experience in GIS mapping is an advantage

2. Behavioural competencies

These are personal qualities that influence how successful people are in their job. NRC's Competency Framework states 12 behavioural competencies, and the following are **essential** for this position:

2. Planning and delivering results
3. Working with people
4. Analysing
5. Communicating with impact and respect

2. Performance Management

The employee will be accountable for and evaluated on the responsibilities and the competencies, based on NRC's Performance Management Framework. The following documents will be used for performance reviews:

- The Job Description
- The individual Work- and Professional Development Plan
- The NRC Competency Framework