
Protection from Violence (CSP, DP) Team leader, NWS, Idleb

NRC in Syria

In 2026, an estimated 15.6 million people in Syria, more than 61% of the population, continue to need humanitarian assistance, nearly 46% of whom are children. The fall of the former government in December 2024 raised hopes for the country's future and for people affected by the crisis. However, insecurity, economic hardship and extensive humanitarian needs persist, alongside emerging opportunities to support Syria's recovery. Since December 2024, approximately 1.7 million refugees and more than 2 million internally displaced people (IDPs) have returned to their areas of origin, while an estimated 5.5 million people remain internally displaced.

The Norwegian Refugee Council (NRC) has been a leading humanitarian actor in the Syria response, both inside the country and across the region, since 2012. Operating amid protracted conflict, socioeconomic deterioration, climate change and natural disasters, NRC delivers emergency assistance, transitional support, early recovery and resilience programmes to people affected by displacement and crisis. NRC also leads advocacy efforts to promote safe, sustained and unimpeded humanitarian access across Syria and calls for increased humanitarian funding and investment in resilience and early recovery to address urgent needs and support communities in rebuilding their lives.

Role and responsibilities

The purpose of a Protection from Violence Team Leader is to manage a Protection from Violence project team at field office level.

CSP: Civilian Self Protection

DP: Disaster Preparedness

Generic responsibilities

Generic Responsibilities

1. Manage and supervise CSP project staff and support their professional development.
2. Implement plans of action for the delegated CSP project portfolio, including activities, budgets, procurement, and project documentation.
3. Monitor day-to-day project progress and ensure activities are delivered according to work plans and targets.
4. Ensure compliance with organizational policies, procedures, tools, handbooks, and donor requirements.
5. Ensure project interventions target the most vulnerable populations and promote inclusive, accountable, and conflict-sensitive programming.
6. Promote innovation and continuous technical improvement of CSP approaches and methodologies.
7. Prepare timely and accurate progress reports, activity updates, and project documentation.
8. Build the capacity of project staff through mentoring, coaching, and training.
9. Liaise and coordinate with local authorities, community structures, civil society organizations, and humanitarian actors.
10. Promote the rights, safety, and resilience of affected populations through community-centered approaches.

Specific responsibilities:

A. Team Management and Supervision

- Directly supervise CSP Officers and field staff.
- Conduct regular performance reviews, coaching, and capacity-building initiatives.
- Support staff wellbeing and foster a positive and accountable team environment.
- Ensure staff adherence to organizational policies, safeguarding standards, and codes of conduct.

B. Project Implementation

- Lead the implementation of CSP activities within the assigned geographical area.
- Translate project work plans into detailed area-level implementation plans.
- Monitor implementation progress and ensure achievement of project objectives and indicators.
- Coordinate field movements, assessments, meetings, training sessions, workshops, and community consultations.
- Identify implementation challenges and develop practical solutions to address them.
- Ensure project activities remain responsive to evolving protection risks, security concerns, and contextual developments.

C. Community Risk Analysis and Prioritization

- Coordinate community assessments, baseline studies, and mapping exercises.
- Facilitate participatory identification of threats, hazards, vulnerabilities, capacities, and existing coping mechanisms.
- Support the application of area prioritization methodologies based on multi-hazard and protection risk analysis.
- Document and communicate assessment findings to project management and technical teams.

D. Community Intelligence and Early Warning Systems

- Supervise Community Intelligence and community-based Early Warning System activities.
- Ensure systematic collection, analysis, and reporting of community-generated information on threats and emerging risks.
- Support communities in identifying locally relevant risk indicators and warning mechanisms.
- Strengthen two-way communication channels between communities, responders, local structures, and relevant coordination mechanisms.
- Monitor the effectiveness, accessibility, and inclusiveness of warning and information dissemination systems.

E. Preparedness, Self-Protection and Anticipatory Action

- Support communities in developing and implementing Civilian Self-Protection and preparedness measures.
- Facilitate community-led contingency planning and risk reduction initiatives.
- Contribute to preparedness planning and anticipatory action frameworks at community and sub-national levels.
- Support contextualization of triggers and activation mechanisms linked to anticipatory action.
- Organize simulations, drills, and preparedness exercises.

F. Stakeholder Engagement and First-Line Responders

- Conduct stakeholder mapping and maintain relationships with local actors.
- Support identification, training, and management of community-based first-line responders.
- Maintain updated responder rosters and deployment mechanisms.
- Ensure responders understand their roles, responsibilities, referral pathways, and reporting requirements.

G. Training and Capacity Building

- Coordinate and facilitate training activities for community members, volunteers, first-line responders, local organizations, and project staff.
- Deliver and support Training of Trainers (ToT) packages on CSP, preparedness, EWS, AA, and community engagement.
- Identify capacity gaps and recommend appropriate capacity-strengthening interventions.
- Monitor the quality and effectiveness of trainings and mentorship activities.

H. Emergency Response Support

During emergencies or when agreed triggers are activated, the Team Leader will:

- Coordinate activation and mobilization of trained first-line responders.
- Support dissemination of critical information and community outreach activities.
- Coordinate registration, verification, and referral activities where applicable.
- Facilitate rapid information sharing regarding needs, risks, access constraints, and population movements.
- Support coordination with humanitarian partners involved in response operations.

I. Monitoring, Evaluation, Learning and Reporting

- Monitor progress against project indicators, targets, and work plans.
- Ensure timely and accurate documentation of project activities and outputs.
- Review field data for quality, completeness, and consistency.
- Prepare monthly, quarterly, and ad hoc reports as required.
- Document lessons learned, best practices, challenges, and recommendations.
- Support after-action reviews, reflection sessions, and learning initiatives.

- Ensure community feedback is collected, analyzed, and integrated into programming.

J. Coordination and Representation

- Represent the organization in relevant coordination meetings and technical working groups as delegated.
- Maintain regular communication with local authorities, community leaders, civil society organizations, and humanitarian actors.
- Promote collaboration and complementarity among stakeholders operating in the target areas.
- Advocate for community-centered approaches and civilian protection needs.

K. Safety and Security

- Ensure compliance with organizational safety and security procedures.
- Support staff adherence to Security SOPs and duty of care requirements.
- Provide contextual updates and relevant security information to project management when required.

Professional competencies

Generic professional competencies for this position:

- Experience from working as a protection team leader (managing staff) in a humanitarian/recovery context.
- Previous experience of working in complex and volatile contexts.
- Documented results related to the position's responsibilities.
- Knowledge about own leadership skills/profile.

Context related skills, knowledge and experience:

- University degree in social sciences, humanitarian action, disaster risk management, development studies, protection or another relevant field.
- Minimum **3–5 years of relevant humanitarian or development experience**, including experience supervising field-level teams and activities.
- Experience in community-based programming, protection, DRR, emergency preparedness, EWS, AA or related programming is highly desirable.
- Demonstrated experience working directly with communities, CBOs, local NGOs, local authorities and/or government counterparts.
- Experience facilitating participatory assessments, community consultations, trainings and workshops.
- Experience supervising staff and coordinating multiple activities across different locations.
- Strong understanding of community engagement, accountability, inclusion and conflict-sensitive programming.
- Experience in emergency response and/or rapid response mechanisms is an advantage.
- Good reporting, documentation and information management skills.
- Fluency in Arabic and English, with strong written and verbal communication skills in both languages.

Behavioral competencies

- Handling insecure environments
- Managing resources to optimize results
- Empowering and building trust
- Managing performance and development
- Planning and delivering results
- Working with people

We can offer

Duty station: North-West Syria Area Office (NWS) - Idleb

Required Number of employees: 1

Contract: Till the end of 2027. Renewable, based on funding and performance.

Salary/benefits: Grade 6 of NRC's salary scale ([NRC Grade profile](#))

NRC is an equal opportunity employer. We are committed to diversity without distinction to age, gender, religion, ethnicity, nationality, or physical ability.

Candidates who do not provide complete and detailed information in the online application form will not be considered.

The application deadline is 31 October 2026.

Learn more about NRC's operations in Syria [here](#).

Why NRC?

The Norwegian Refugee Council (NRC) is an independent humanitarian organization helping people forced to flee. Our 15,000 staff work in crises across 40 countries, providing life-saving and long-term assistance to millions of people every year.

[Watch this short video](#) to see NRC in action.

We are looking for people who are passionate about helping refugees and people forced to flee. Are you one of those people? If you are, NRC offers you the opportunity to:

- Do demanding and professional work, often in challenging contexts
- Join a work culture that empowers every employee to share ideas and take responsibility
- Be part of a welcoming and supportive community committed to human dignity

[Learn more about NRC](#)

To apply for this Vacancy, please copy the link below:

https://23109900.webcruiter.no/Main/Recruit/Public/5194644073?link_source_id=0