

## **NRC in Syria**

NRC is in Syria to support people affected by forced displacement (IDPs, returnees, host community etc.) so that they can have access to timely and effective assistance, to cope with the crisis and when the crisis ends return and rebuild their lives. Since the start of its activities in mid-2016 in Syria, NRC has reached with humanitarian assistance to more than **600,000 people** particularly in the Governorates of Damascus, Aleppo, Qoneitra, Dara'a, Hama, Hassake and Rif Damascus, out of which more than 152,000 people reached in 2020 with the provision of more than 255,000 services and moving forward to reach more during 2021.

NRC will continue to apply an integrated programming approach, where Education, capacity building, Shelter/WASH, and Food Security and Livelihoods (FSL) programmes work jointly to enable displacement-affected populations to meet their basic needs, enjoy their rights, and benefit from pathways to durable solutions.

## **Role Specific Information**

The PfV Project Coordinator will play a pivotal role in setting up and overseeing the day-to-day operations of the new protection from violence core competency within Syria's South and Central (SCS) Area Office. Working closely with the Area Programme Manager (APM) and with technical support from the country office PfV Programme Development Manager (PDM), the coordinator leads the implementation of the PfV programme at the Area Office in Damascus, sub-office in Homs, and the field office in Dara'a.

The PfV Project Coordinator will lead the project's planning, implementation, and documentation following established guidelines, standard operating procedures (SoPs), and policies established by NRC in the country and ensure the contextualization of the tools when required.

## **Generic responsibilities**

1. Line management of the Protection from Violence project field staff
2. Adherence to NRC policies, guidance and procedures.
3. Contribute to Protection from Violence CC strategy development project proposals and provide input on needs and gaps, considering where appropriate the role of cash-based interventions and market-based programmes.
4. Manage and implement a delegated portfolio of Protection from Violence projects (activities, budget and project documentation) in line with proposals, strategies and donor requirements and ensure high technical quality.
5. Provide regular progress reports to the APM and PfV PDM.
6. Ensure that projects target beneficiaries most in need of protection, explore and assess new and better ways to assist.
7. Promote and share ideas for improvement and necessary changes in the activities.
8. Ensure the capacity-building of project staff and transfer key skills.
9. Liaise and collaborate with relevant local authorities and other key stakeholders.
10. Promote the rights of IDPs/returnees in line with the advocacy strategy.

## **Our Ideal Candidate:**

Competencies are important for the employee and the organisation to deliver desired results. Competencies are relevant for all staff and are divided into the following categories:

#### Generic professional competencies:

- **Experience:** A minimum of 3 years of experience in senior protection roles is required, preferably with experience in Protection Case Management, Civilian Self-Protection, and Protection Monitoring in the humanitarian sector.
- **Education:** A bachelor's degree in a relevant field such as political science, social sciences, development studies, or something similar is preferred.
- Previous experience working in semi-rural and rural areas.
- Documented results related to the position's responsibilities (Plans, Reports, communication. Etc)
- Budget management and planning.
- M&E general knowledge, and ability to develop M&E plans
- Knowledge about own leadership skills/profile
- Fluency in English & Arabic, both written and verbal

#### Context related skills, knowledge and experience:

- **Context-knowledge:** Knowledge of the context in Syria humanitarian context and NGO operations and the dynamics of the humanitarian sector is a plus
- **Data Management:** knowledge of data protection standards and working experience with information data management (protection).
- **Sector Experience:** Previous training in protection risk reduction and/or protection of civilians, case management, and Protection monitoring
- **Skills:** Excellent written and verbal communication skills. Solid interpersonal and teamwork skills; collaborative approach. Highly approachable, trustworthy and confidential.
- **Cultural Sensitivity:** Understanding the local culture and customs and working effectively in a diverse environment, including groups with disabilities and minorities.
- **Advantage:** Experience in start-up projects for protection programming.

#### 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:

- Handling insecure environments
- Managing resources to optimise results
- Empowering and building trust
- Managing performance and development
- Planning and delivering results

#### NRC Leadership Profile:

- Build meaningful relations.
- Empower people.
- Act with integrity.
- Deliver results.

#### What do we offer:

- Duty station: Damascus, Syria.
- Contract: Till the end of June 2026. Renewal based on funding and performance.

- Salary/benefits: According to the NRC's salary scale and terms and conditions

**IMPORTANT Considerations:**

- This position is open to **Internal and External candidates**.
- Application deadline is **16 March 2026**.
- Candidates who do not provide complete, detailed information in the online application form may not be considered.

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

[https://23109900.webcruiter.no/Main/Recruit/Public/5089565575?link\\_source\\_id=0](https://23109900.webcruiter.no/Main/Recruit/Public/5089565575?link_source_id=0)