



Norwegian Church Aid (NCA) is a Norwegian-registered non-governmental organisation founded in 1947 and headquartered in Oslo, Norway. As one of the largest aid organisations in the Nordic region, NCA works in more than 30 countries through emergency and development programmes to assist people in need.

NCA works in several sectors, including water, sanitation and hygiene (WASH), gender-based violence prevention, livelihoods and food security, and cash assistance. As an organization, NCA is committed to serving people in need regardless of their religious beliefs, ethnic background, or political affiliation.

Position Overview

NCA is seeking a qualified GBV professional to join its Protection team in Aleppo. **One vacancy is available and will be filled at either the GBV Officer or GBV Specialist level**, depending on the qualifications, experience and demonstrated competencies of the successful candidate.

The title, grade, remuneration and level of responsibility will correspond to the level at which the successful candidate is appointed.

The position will support the Protection Manager in delivering NCA's protection programme, with a particular focus on the quality, delivery and monitoring of GBV prevention and response activities implemented through local partners.

The responsibilities below will apply according to the level of appointment.

Programme Implementation and Monitoring

- Monitor partner implementation, workplans, targets and expenditure against agreed project plans and indicators, and follow up on identified gaps.
- Conduct regular field visits and monthly implementation review meetings, agreeing corrective actions and following up on their completion.
- Coordinate with Finance, Logistics, Procurement, HR, MEAL and other support teams on budgets, payment requests, procurement planning, recruitment and field arrangements.
- Review partner reports and programme data against agreed project targets and NCA and donor requirements.
- Work with MEAL colleagues to strengthen programme monitoring and safe feedback and accountability mechanisms.
- Support partners in applying appropriate procedures for the safe collection, storage, access and sharing of GBV-related information.
- Use anonymised and aggregated programme data to identify implementation gaps and inform programme decisions.
- Contribute timely and accurate GBV inputs to interim and final donor reports.
- Support the implementation of cash assistance within GBV case management in accordance with approved procedures, eligibility criteria and safeguarding requirements.
- Contribute to GBV preparedness, contingency planning and the continuity of essential services during emergencies.



Technical Quality and Capacity Strengthening

- Support the delivery of survivor-centred, trauma-informed, inclusive and confidential GBV services.
- Monitor service quality in women and girls' safe spaces and mobile outreach activities.
- Support case management quality assurance in line with informed consent, confidentiality and data-protection requirements.
- Identify capacity gaps and support the delivery of training, coaching and technical follow-up for NCA and partner staff.
- Contribute to training on GBV case management, psychosocial support, safe referrals, prevention of sexual exploitation and abuse and other relevant technical topics.
- Support the implementation of psychosocial and prevention curricula, including Women Rise, Girls Shine, technology-facilitated GBV, digital safety and engaging men and boys.
- Strengthen referral pathways, safe case closure and consent-based case transfers.
- Consult women and girls and use their feedback to improve the safety, quality and accessibility of services.
- Support GBV prevention activities addressing harmful gender norms, unequal power relations and child marriage.

Programme Development and Protection Mainstreaming

- Contribute to GBV assessments, gender and conflict-sensitive analyses and safety audits.
- Provide technical input into programme proposals, budgets, results frameworks and implementation plans.
- Support the adaptation of GBV tools, procedures and service-delivery approaches to the Syrian context.
- Mainstream protection and GBV risk mitigation across other NCA programmes, including WASH and Food Security and Livelihoods.
- Contribute to vulnerability criteria, awareness materials and safe referral information used by other programme sectors.

Representation and Coordination

- Represent NCA in relevant GBV, protection, case-management and cash coordination forums, as delegated by the Protection Manager.
- Coordinate with partners, service providers and other relevant stakeholders and follow up agreed actions.
- Contribute accurate programme information and ethically collected stories for reporting and visibility, ensuring informed consent, confidentiality and the safe use of personal information.
- Uphold NCA's Code of Conduct, safeguarding requirements and organisational policies.
- Perform other duties relevant to the role as assigned by the Protection Manager.

Scope at GBV Officer Level

At the GBV Officer level, the position will focus primarily on day-to-day partner follow-up, activity monitoring, reporting, technical support and the timely identification and escalation of programme or quality concerns.

The GBV Officer will support training and capacity-strengthening activities, contribute to assessments and programme development and ensure that assigned partners receive appropriate technical and operational follow-up.

The position will be based in Aleppo, with approximately 80% of working time spent in the field and 20% in the office. Field visits will cover Raqqa, Rural Aleppo, Idlib and Lattakia, as well as Hama and Homs, as required.

Scope at GBV Specialist Level

At the GBV Specialist level, the position will provide broader technical leadership and programme oversight and will strengthen the capacity of NCA GBV Officers and assigned partner teams.

The GBV Specialist will lead technical assessments, advanced training and coaching, implementation review processes and corrective-action follow-up. The role will also contribute to programme design, technical budgets, results frameworks, donor reporting, service-continuity planning and representation in relevant technical forums.

The position will be based in Aleppo, with approximately 50% of working time spent in the field and 50% in the office. It will have national coverage, with field visits to all programme implementation areas across Syria.

Requirements for Appointment at GBV Officer Level

- Bachelor's degree in social work, psychology, public health, gender studies, human rights, humanitarian studies, international relations or a related field.
- Minimum three years of relevant experience in humanitarian programming, including experience in GBV prevention and response, protection or case management.
- Knowledge of survivor-centred GBV approaches, case-management principles, psychosocial support, referral systems and relevant international standards.
- Experience supporting programme implementation through local partners.
- Experience in programme monitoring, capacity building and report writing.
- Good planning, communication, interpersonal and problem-solving skills.
- Proficiency in Microsoft Word and Excel.
- Fluency in Arabic and English, including the ability to prepare professional reports and correspondence in English.
- Previous experience with cash assistance in GBV programming is an advantage.

Requirements for Appointment at GBV Specialist Level

- Bachelor's degree in social work, psychology, public health, gender studies, human rights, humanitarian studies, international relations or a related field.
- Minimum five years of relevant humanitarian experience, with substantial experience in GBV prevention and response, protection or case management.



- Demonstrated experience providing technical leadership, supervision and capacity strengthening to staff and implementing partners.
- Strong knowledge of GBV case-management standards, psychosocial support, women and girls' safe spaces, referral systems, data protection and emergency response procedures.
- Experience designing and delivering technical training and providing follow-up coaching.
- Strong programme planning, monitoring, analytical and coordination skills, including experience preparing donor reports.
- Experience supporting programme implementation through local partners and coordinating with programme-support departments.
- Strong communication, interpersonal and problem-solving skills, with sound professional judgement.
- Fluency in Arabic and English, with strong written English for professional communication, proposal development and donor reporting.
- Experience working in complex or emergency settings is an advantage.

Personal Qualities

- Strong commitment to survivor-centred, confidential and ethical GBV programming.
- Structured, analytical and attentive to detail.
- Able to work independently while collaborating effectively with colleagues and partners.
- Strong interpersonal skills and cultural sensitivity.
- Flexible, proactive and solutions-oriented.
- Able to manage competing priorities and work calmly under pressure.
- Committed to learning, accountability and NCA's organisational values.

Additional Information:

- Number of vacancies: One.
- Contract period: Six months, renewable subject to funding availability and satisfactory performance.
- Salary: In accordance with NCA's approved salary scale for the relevant level.
- Duty station: Aleppo, with field travel as described under each appointment level.
- Applicants will be assessed against the requirements for both levels unless they clearly indicate that they wish to be considered for only one.
- Female candidates are strongly encouraged to apply.
- Application deadline: 22 Oct 2026.

To apply for this vacancy, please go through the following link:

<https://ncaco.recman.page/job/490295>