



Child Protection Coordinator

Aleppo, Syria, with field visits.

Objective of the Role

Under the supervision of the Aleppo/Idlib hub Area Manager the Child Protection Coordinator is responsible for supporting the delivery of CP programmes within War Child in line with CP quality standards. Key functions include building the technical capacity of partners and ensuring effective delivery of CP activities through partners in Northwest Syria.

Position within the Organisation

The CP Coordinator is part of the Aleppo/Idlib Hub and reports to the Area Manager. The role holder gets, on a regular basis, technical supervision and support from the War Child Syria/Jordan Response Program Quality and Development team and regional Child Protection Advisor

Result Areas

Technical Support and Program Development:

- Provide technical guidance to partner CP staff, including case workers and social workers, in identifying CP risks and delivering appropriate interventions in line with local context and global standards.
- Support in designing and developing child protection projects and activities within War Child programme strategy, to develop evidence-based programming.
- Conduct regular field visit and follow-up with partner focal points on project activities, in order to maintain the quality of implementation of CP activities, and identify opportunities, constraints and any adjustments needed, including additional staffing or staff training.
- Advise on adjustment of CP component implementation based on context changes, partners feedback and monitoring data. This includes resource planning, modifying activities timeline and adapting tools to ensure effectiveness and alignment with contextual changes

- Facilitate the implementation and execution of child protection tools, including case management forms, CM and cash-for-protection trackers, ensuring data accuracy, consistency, and adherence to SOPs, data protection and confidentiality standards.

Delivery of CP capacity building:

- Deliver child protection coaching and mentoring sessions, trainings and briefings, including tailored trainings where needed and feasible, to staff and partners.
- Support staff and partners in the development and implementation of child safeguarding procedures, case management reporting, and other tools.
- Support partners in establishing or improving their child protection system including SOPs, safe referrals and documentation tools.
- Support partners in understanding and applying War Child's Minimum Operating Standards for Child Protection.
- Facilitate joint learning and reflection sessions with partners to capture lessons learned and encourage adaptive learning.

Internal and external coordination and representation:

- Represent War Child in relevant external coordination platforms/networks, including child protection sub-clusters, technical working groups and inter-agency forum in NWS.
- Support partner participation in coordination mechanisms (WGs) and ensure two-way information sharing with War Child technical teams.
- Participate in internal child protection meetings at Country, regional and global levels and contribute to CP mainstreaming within other sectoral programs.
- Contribute to the development/revision of child protection materials, in line with contextualized inputs from working groups/platforms/networks.
- Share child protection materials and other useful and relevant information, including tools and methodologies, with staff and partners.

Quality Assurance, Learning, and Accountability

- Work closely with MEAL teams to ensure that child protection indicators are tracked, analyzed, and used to improve programming.

- Promote ethical and child-sensitive data collection and information management among partners.
- Support the implementation of child-friendly feedback and complaints mechanisms and ensure learning from feedback is documented and used.
- Monitor alignment of CP interventions with the CP Minimum Standards, Inter-Agency Guidelines, and War Child's Quality Benchmarks.

Additional job responsibilities

The listed duties and responsibilities are not exhaustive, and the post holder may be required to undertake additional duties as reasonable in relation to their skills and experience.

Furthermore, apart from their hub-specific tasks, collaborative projects may require cross-hub engagement to utilize our organization's specialized expertise. Staff are encouraged to participate actively in such collaborations, leveraging their strengths to contribute effectively across hubs. Additionally, individuals may retain or take on CO-level responsibilities while being part of a specific hub, showcasing our dedication to maximizing talent and leadership potential across all levels of engagement.

Knowledge and Experience

- Relevant academic background (Social Sciences / International Development Studies)
- Knowledge of current principles and practices of Child Safeguarding and Child Protection
- Understanding of child rights (programming) in conflict and post-conflict environments
- Demonstrated experience with child protection case management
- Knowledge and understanding of disability inclusive approaches, tools and practices
- Minimum 3 years (I)NGO work in developing countries / conflict areas, preferably with children
- Minimum 3 years in the field of CP and programme implementation

- Demonstrated engagement with local partners, and experience in building capacity in Child Protection
- Excellent verbal communication and report writing skills in English and Arabic language

Skills and Competencies

- Strong critical analysis and strategic thinking skills
- Planning and coordination ability
- Understanding of child-focused monitoring and evaluation processes
- Ability to provide (creative/interactive) trainings
- Excellent communication skills; ability to give and receive feedback
- Affinity with children and young people
- Cultural sensitivity
- Result-oriented
- Ability to travel and work within challenging environments

What we offer

- **Location:** The position will be based in Aleppo, Syria, with field visits.
- **Professional Development:** Opportunities for capacity building and growth, both within the role and through War Child's broader network.
- **Meaningful Impact:** The chance to make a tangible difference in the lives of children and families affected by conflict, contributing to long-term, sustainable change.
- **Equal Opportunities:** War Child is an inclusive employer committed to diversity and inclusion, respecting all individuals regardless of age, gender, religion, ethnicity, nationality, or physical ability.
- **Workplace Culture:** War Child is dedicated to fostering a diverse, inclusive, and respectful workplace that prioritizes safety and fairness for all individuals.

We strictly prohibit any form of discrimination, harassment, retaliation, or bullying within our organization

Why You Should Apply

- **Make a Real Impact:** Your work will directly contribute to providing quality education to children who need it most, creating lasting change in their lives.
- **Career Growth:** Join a dynamic organization that values your professional development and offers opportunities for learning, growth, and innovation.
- **Collaborative and Mission-Driven:** Work alongside passionate colleagues and partners united in a mission to protect children and help them thrive despite adversity.

How to Apply

Qualified candidates are encouraged to submit their applications by **21 October 2025** using this link [Apply for this job](#). We are reviewing submissions on a rolling basis, so early applications are strongly recommended.

By submitting your application you certify that all of the statements made in your application are true, complete, and correct and are made in good faith. You understand that falsifying, misrepresenting or intentionally withholding information will be grounds for rejection of your application or withdrawal of any offer of appointment or, if an appointment offer has been accepted, this will be ground for employment sanctions, such as, but not limited to, instant dismissal. In addition, you understand that you need to submit a Criminal Record Certificate and that, if you fail to submit it, no employment relationship can be established. War Child is an international organisation, and we are committed to be a diverse and inclusive employer, placing human and child rights at the centre of our existence and work. We hire our new colleagues based on their talents, competences and shared values; we do not distinguish them based on their age, gender and gender identity, race, color, ethnicity, religion, culture, sexual orientation, disability etc. The safety of children and youth is a paramount and essential to War Child's work. War Child has a zero tolerance policy towards any form of abuse. To prevent placing children and youth at any risk this subject is addressed in our recruitment and selection procedures. Moreover, the accepted candidates will be required to state their commitment/ intent to be aware, consider and adhere to the minimum standards applicable in development and humanitarian settings, such as humanitarian values and principles, Sphere Humanitarian Charter, Standards in the Humanitarian Standards Partnership, Core Humanitarian Standard, International Humanitarian Law, Code of Conduct for the International Red Cross and Red Crescent Movement and Non-Governmental Organizations (NGOs) in Disaster Relief and IASC Six Core Principles Relating to Sexual Exploitation and Abuse.

Disclaimer

- *Only applications received via our website are processed.*

- *If we appoint a suitable candidate before the given closing date, we reserve the right to remove the vacancy from our website before that date. In such a case, any responses received after that time are not processed.*
- *It could be that during our selection process the closing date for the vacancy is extended. If so, and you have not yet heard from us, your application will remain active.*

About us

The War Child Alliance is an international non-governmental organization committed to providing psychosocial support, child protection, youth empowerment programming and quality education to the children affected by armed conflict. We implement evidence-based interventions to empower key stakeholders—including governments, educators, caregivers, and communities—to foster children’s wellbeing, education, and self-determination. We work with global teams with team members being based in different locations. War Child is currently operates in: Afghanistan, the Central African Republic, Colombia, DR Congo, Germany, Jordan, Lebanon, the occupied Palestinian territory, South Sudan, Sweden, Syria, Uganda, Ukraine (soon to be registered), and Yemen. We also have offices in the Netherlands and the United Kingdom.

Learn more about War Child and our programmes <https://www.warchild.net/>

Safeguarding and Integrity

*Our work with children and at-risk adults to keep them safe is the most important thing we do. We are committed to the safeguarding of children and vulnerable adults in all areas of our work. We have **zero tolerance** for any behaviours and practices that puts children and/or vulnerable adults at risk of abuse and/or harm. All (prospective) employees will be expected to be compliant with and sign up to our Child Safeguarding policy, our Code of Conduct and PSEA: Adults at Risk Policy. You can find the Child Safeguarding and Adults at Risk policy here: [Integrity & Safeguarding - Home](#)*

Justice, Equity, Diversity and Inclusion (JEDI) and Belonging (DEIB)

*We value diversity and inclusion and are committed to ensuring that all our people and job applicants are treated fairly, irrespective of where, what or whom they were born, or of other characteristics. We want to offer a safe and inclusive workplace where all our people, especially those who are currently marginalised or underrepresented, can be themselves at work. You can read our **Justice, Equity, Diversity and Inclusion (JEDI) and Belonging (DEIB)** policy on our website, and if you have any questions about our commitment to **Justice, Equity, Diversity and Inclusion (JEDI) and Belonging (DEIB)** do get in touch: DEIB.team@warchild.net*