



## JOB PROFILE

### International Protection Officer Tel Afar, Iraq

Nonviolent Peaceforce (NP) is a dynamic, international non-governmental organization. We work with people affected by violent conflicts to enhance their security and dignity through unarmed civilian protection (UCP). We work to reduce violence and protect civilians in countries affected by violent conflict and its aftermath and to help transform the world's response to conflict situations.

NP currently has humanitarian protection programming in the Ninewa region of Northern Iraq, conducting Camp-based and Return areas Protection and peacebuilding activities for displaced persons and returnees. We are seeking highly motivated and experienced Team Leader with great leadership skills to develop and manage civilian protection and violence-prevention programming for those affected by violent conflict in the region.

The post is based in the Tel Afar district, with frequent travel to other field locations. Applicants should be ready for rapid deployment.

Job Title:	International Protection Officer
Function:	Programmes
Duty Station:	Tel Afar District (al-al-Ayadia), Ninewa governorate, Northern Iraq
Line Manager:	Team Leader
Line Management Responsibility:	NA

### JOB PURPOSE:

To implement peacebuilding and violence-prevention programming for those affected by violent conflict in Iraq.

### KEY OBJECTIVES/RESPONSIBILITIES:

#### A. Commitment to NP Principles

- Demonstrate a commitment to NP's mandate and principles
- Maintain a positive image of the organization full time while in the field.

#### B. Programme Implementation

- **Information gathering and context analysis**
  - Assess security risks and develop conflict mitigation strategies for both host and IDP communities
  - Continuously monitor local conflict situation in order to track conflict trends and identify protection needs.
  - Work and live within conflict affected communities to build trust, to establish deep contextual understanding and to effect nonpartisan position

- **Community Engagement**
  - Identify and flag communities or individuals in need of specialised support services, maintain updated referral pathway, ensure effective dissemination of information
  - Establish and support community protection mechanisms, including intensive follow-up and support.
  - Facilitate active participation and leadership of women in community peace and security strategies
  - Monitor and report on breaches of locally negotiated peace agreements
  
- **Training**
  - Provide technical skills training in conflict analysis, nonviolent conflict resolution and community based protection strategies
  - Develop training materials and tailor existing training materials to field-level contexts
  
- **Protective presence, accompaniment and other interventions**
  - Design and implement protection interventions appropriate to context and need within parameters of mandate and projects
  - Provide protective presence and accompaniment to vulnerable groups and persons with specific needs, with particular focus on improving child protection and combating gender-based violence.
  - Facilitate communications and relationships between communities in conflict, providing proactive engagement to mitigate potential conflict including facilitated dialogue, shuttle diplomacy and the development of specific implementable agreements
  - Manage cases of individuals who are vulnerable or under threat, including working with other service providers and managing a follow-up process.

### **C. Administration and Operation:**

- **Reporting**
  - Produce activity, field and training reports and support the Team Leader in internal and external reporting as needed
- **Security**
  - Support the team in consistent security analysis and development of security protocols.
  - Ensure all project work is consistent with agreed safety and security policies and procedures
- **Logistics/Finance**
  - Complete team-level finance reports as requested and support monitoring of team cash, spending and financial documentation
  - Support team-level logistics and operations, including completing procurement requests, supporting asset management and compound management
  - Assist with procurement of supplies or other logistical matters when delegated by the Team Leader

### **D. Other**

- Perform any other work duties assigned by the Team Leader
- Be available to work in any field site as needed by the organization.

**QUALIFICATIONS AND COMPETENCIES:**

**A. Education, Knowledge and Experience**

- 3 -5 years' work experience in human security, civilian protection or peacebuilding.
- Demonstrated successful experience in working in complex security environments
- Demonstrated experience working with state authorities, negotiation and mediation
- Demonstrated ability to live, work and solve problems independently and effectively in remote, highly challenging locations
- Demonstrated ability to analyse conflict, security and political contexts
- Post secondary education in law, human rights, international human rights law, international humanitarian law, negotiation, mediation, human security or related, or equivalent experience
- Contextual knowledge of Iraq highly desirable
- Ability to speak English and Arabic

**B. Skills**

Independent Judgment/Analytical:

- Ability to set priorities, solve problems and analyse data
- Ability to manage information with discretion
- Demonstrable conflict analysis skills, identify entry points and design prevention and protection strategies

Interpersonal:

- Ability to communicate effectively with individuals and motivate and provide leadership to team and to work and live in a multi-cultural environment
- Solutions focused, creative problem solver
- Proven ability to build relationships with the full range of actors including government, chiefs, military, police and non state actors
- Genuine commitment and interest in living and working at the community level
- Flexibility and adaptability

Language:

- Ability to interact confidently in English with colleagues and external contacts, to write documents and reports, and to present effectively relevant information

Information Technology:

- Arabic language skills highly preferred
- Good skills in Microsoft Office applications.

**C. Other Specialized Requirements**

- This field site is a complex security environment where conditions change rapidly—experience in insecure environments is essential to success in this position.
- Willingness to travel long distances by vehicle.

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For more information about NP and its work, as well as full details of the position and the application process, please go to NP's website: [www.nonviolentpeaceforce.org](http://www.nonviolentpeaceforce.org)

**APPLICATION DEADLINE:** 17 December 2018

Applications will be accepted and processed on a rolling basis.

Please email your updated CV together with a letter of motivation that tells us why you are interested in this position and how you are ideally suited to this particular position.

Email address is: [recruitNPME@nonviolentpeaceforce.org](mailto:recruitNPME@nonviolentpeaceforce.org)

As we receive a large volume of applications for each position, only those selected for an interview will be personally contacted. Thank you for your interest in Nonviolent Peaceforce.