

Job Description

PROTECTION ASSESSMENT OFFICER IN LIBYA

(Reference: 20/LBY/PA001)

BACKGROUND ON IMPACT AND REACH

REACH was born in 2010 as a joint initiative of two International NGOs ([IMPACT Initiatives](#) and [ACTED](#)) and the United Nations Institute for Training and Research (UNITAR) Operational Satellite Applications Programme ([UNOSAT](#)). REACH's **purpose** is to promote and facilitate the development of information products that enhance the humanitarian community's decision making and planning capacity for emergency, reconstruction and development contexts, supporting and working within the framework of the humanitarian reform process. REACH facilitates information management for aid actors through three complementary services: (a) need and situation assessments facilitated by REACH teams; (b) situation analysis using satellite imagery; (c) provision of related database and (web)-mapping facilities and expertise.

IMPACT Initiatives is a humanitarian NGO, based in Geneva, Switzerland. The organisation manages several initiatives, including the REACH Initiative. The IMPACT team comprises specialists in data collection, management and analysis, GIS and remote-sensing. IMPACT was launched at the initiative of ACTED, an international NGO whose headquarter is based in Paris and is present in thirty countries. The two organizations have a strong complementarity formalized in a global partnership, which allows particularly IMPACT to benefit from ACTED's operational support on its fields of intervention.

ACTED is a French humanitarian NGO, founded in 1993, which supports vulnerable populations, affected by humanitarian crises worldwide. ACTED provides continued support to vulnerable communities by ensuring the sustainability of post-crisis interventions and engaging long-term challenges facing our target populations, in order to break the poverty cycle, foster development and reduce vulnerability to disasters. Their interventions seek to cover the multiple aspects of humanitarian and development crises through a multidisciplinary approach which is both global and local, and adapted to each context. Their 3,300 staff is committed in to responding to emergencies worldwide, to supporting recovery and rehabilitation, towards sustainable development.

We are currently looking for a Protection Assessment Officer to support our REACH team in Libya, based in Tunis.

Department: REACH
Position: REACH Protection Assessment Officer
Contract duration: 6 months
Location: Tunis, Tunisia
Starting Date: ASAP

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COUNTRY PROFILE

Our team in Tunisia manages our operations based in Libya.

Displacement due to protracted conflict has the potential to put significant deal of strain on social bonds and community tensions, as displaced families attempt to integrate into their area of displacement. Existing infrastructural issues and dysfunctional basic services can be placed under mounting pressure through growing numbers of IDPs serving to exacerbate negative perceptions of displaced communities groups by host communities. As these issues spillover into the ability of IDPs to engage in income-generating activities, the pre-existing vulnerabilities from the initial displacement risk further deterioration. Many IDP communities remain unable or unwilling to return to their area of origin due to on-going security concerns, property destruction and loss of documentation. These myriad vulnerabilities make IDPs a top priority for receiving humanitarian assistance to cover their shelter, basic service and protection needs.

REACH has been present in Libya since 2011, providing assessment and information management services to humanitarian actors. REACH's intervention in Libya has been divided in two phases: during and in the aftermath of the first conflict in 2011-2012 and since 2015. Since late 2015, REACH established a full time presence in country conducting various assessments such as yearly Multi Sector Needs Assessments including protection, market price monitoring on a monthly basis, and IDP profiling assessments.

In 2019, REACH aims to expand its protection portfolio in Libya to provide the humanitarian community with in-depth evidence-based outputs on displaced communities protection needs, the local dynamics and structural or perpetuating factors affecting their vulnerabilities across Libya, in order to contribute to a more targeted response. With key protection partners and the protection sector, REACH will establish a framework that allows the humanitarian sector in Libya to identify IDPs protection concerns, monitor them over time and analyse strategies to be adopted to reduce the impacts of protection concerns on displaced communities.

FUNCTIONS AND POSITION PROFILE

Under the supervision of REACH Senior Assessment Officer, the REACH Protection Assessment Officer is responsible for the management and implementation of REACH protection assessments in Libya including their preparation, implementation and follow-up. In particular, this will involve working on a planned assessment related to child protection, as well as other ongoing and future assessments concerning protection issues. He/she will also be responsible for related logistics, partner coordination, reporting and finance requirements and will be required to provide input to the strategic development of REACH in Libya. S/he will also be responsible for liaising with relevant stakeholders, including the protection sector and other key actors working on the Libya response.

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Summary

The REACH Protection Assessment Officer will:

- Help to design and implement REACH protection assessments, including development of methodologies, tools and the production of outputs.
- Help to develop REACH Libya's protection strategy through monitoring events in the country closely and engaging with various stakeholders.
- Provide information management support through in-depth data analysis, technical training development, macro development, IM platform management, and/or geo-referencing, when possible.
- Ensuring the writing of timely and accurate assessment reports and factsheets with integration of sector and/or partner feedback;
- Manage project timeframes and assessment schedules and work with field staff to design and implement REACH assessment procedures;
- Support the development/revision of protection assessment/programme strategies, reports or new proposals;
- Liaising with programme staff of other ACTED departments to ensure close coordination is maintained;
- Under the supervision of REACH Senior Assessment Officer, external representation of REACH with Donors, Partners and the wider Aid Community through clusters and sectoral working groups;
- Managing of REACH assessment field staff to ensure a smooth and timely implementation of activities;
- Ensuring that assessment strategies are implemented in a structured and coherent manner in line with project and strategic objectives;
- Coordinating and ensuring timely data collection, analysis and, in partnership with GIS/DB team, mapping of datasets and ensuring that all collected data are geo-referenced

1. REACH ASSESSMENT MANAGEMENT AND COORDINATION

• Objective 1.1: Management of assessments process

The REACH Protection Assessment Officer is responsible for contributing to the implementation of assessment projects, providing support to the development of assessment, database and GIS tools with the REACH team. This will specifically include, with the GIS/Data Base team, designing of data collection tools (surveys, focus groups, Key Informant Interviews and more); development or review of databases.

REACH is planning to develop a protection assessment related to Child Protection in various locations in Libya; supervised by the Senior Assessment Officer, the REACH Protection Assessment Officer is responsible for the design of the methodology and tools related to this assessment, as well as being closely involved with training of enumerators, overseeing data collection, carrying out data analysis and working on output creation and the presentation of findings.

The REACH Protection Assessment Officer will need to support logistics, financial, administration and HR processes directly related to REACH and liaise accordingly with the relevant ACTED counterpart. S/he is directly responsible for the implementation of proper ACTED FLAT procedures in all REACH interventions.

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- Objective 1.2: Implementation

The REACH Protection Assessment Officer is responsible for contributing to the implementation of assessment projects and in close coordination with REACH teams and the protection, providing support to the development of assessments and databases. This will specifically include, with the GIS/DB team, designing of data collection tools (surveys, focus groups, Key Informant Interviews and more); development or review of databases; contributing to GIS data collection procedures; and analysis of spatial and other information to contribute to reports and other outputs.

- Objective 1.3: Coordination

The REACH Protection Assessment Officer shall provide technical support in coordination to the relevant ACTED department in terms of the preparation of new project proposals, development of programme strategies, implementation of project activities, and any other required REACH input to protection actors for added-value.

The REACH Protection Officer is responsible for the timely and accurate preparation of narrative and financial reports related to REACH activities in country through close liaison with the Project Development and Finance departments. The REACH Protection Officer is responsible for liaising with REACH partners for projects jointly run partner organisations in which REACH play a key role in coordination and information management.

2. REACH REPORTING

- Objective 2.1: Assessment Reporting

The REACH Protection Officer is responsible for consolidating all analyses and conclusions from each assessment into REACH products such as factsheets, reports and briefs using standard formats. He/she will liaise with Geneva and Regional GIS/DB Specialists in order to represent data in interactive web map or static map format, as relevant.

The REACH Protection Officer is responsible for following the designated timeline of reports to be submitted to project partners and donors. He/she must ensure the writing of timely and accurate assessment reports and factsheets, ensuring the quality and accuracy of technical information provided as well as the confidentiality and protection of collected information. He/she will ensure that assessment reports contribute to aid coordination and planning and add to the general base of field knowledge in the country for all organisations working in the areas.

- Objective 2.2: Programmatic Reporting

He/she will also manage the drafting of narrative reports and contribute to the development of financial reports through regular budgetary follow-up, in coordination with the REACH Country Coordinator.

The REACH Protection Officer will also store, organize and disseminate assessments, project documents and best practices among ACTED and IPs.

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3. REACH HR MANAGEMENT

- Objective 3.1: Staff Management

The REACH Protection Officer is responsible for day-to-day management of project and field staff both directly and remotely. He/she is expected to guide and direct REACH staff and prepare and follow up workplans with each staff member that directly reports to him/her. The REACH Protection Assessment Officer will be required to take the lead in the recruitment of REACH assessment staff in coordination with the ACTED HR Officer and REACH Country Coordinator.

This will include the preparation of ToRs, observation of recruitment procedures by planning recruitment needs in advance and undertake interviews. The REACH Protection Assessment Officer will ensure that all field teams are comprehensively briefed on the objective, expected outputs and that the overall implementation strategy of any given activity is clearly understood. He/she will ensure that project/field staff are given training and complete all the necessary documentation in line with program requirements set by REACH.

- Objective 3.2: Internal Capacity Development

The REACH Protection Assessment Officer is responsible, in coordination with the Country Coordinator, for the development and implementation of capacity training plans for REACH assessment and field team members. He/ she is responsible for setting clear and personalised development goals, and designing training and mentorship plans to assist team members in professional development.

4. REPRESENTATION

- Objective 4.1: External Coordination

Along with the Senior Assessment Officer, the REACH Protection Assessment Officer will be responsible for the representation of REACH in multi-sector meetings/ technical working groups in country and follow up on technical issues identified in sector meetings. This specifically will include liaising with external partners to identify potential for data sets to be integrated into existing databases and mapped to support the coordination of the broader humanitarian community.

More generally, the REACH Protection Assessment Officer is expected to contribute to the creation of a positive image and overall credibility of the organisation, notably through the application of REACH and ACTED's mandate, ethics, values and stand-point with regard to other actors.

ACCOUNTABILITY TO COMMUNITIES AND BENEFICIARIES

The staff member is responsible for ensuring that all relations with the communities we work are conducted in a respectful and consultative manner. Due attention must be paid to ensuring that communities are adequately consulted and informed about REACH and ACTED programme objectives, activities, beneficiary selection criteria, and methodologies. This is the responsibility of every REACH and ACTED staff member.

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REQUIREMENTS

- Excellent academic qualifications, including a Master degree in relevant discipline;
- Excellent analytical skills;
- At least 1.5 years of relevant working experience in humanitarian settings, in particular with work related to protection issues;
- Excellent communication and drafting skills for effective reporting;
- Excellent team management skills;
- Ability to operate in a cross-cultural environment requiring flexibility;
- Ability to operate in a complex and challenging security environment;
- Familiarity with the aid system, and understanding of donor and governmental requirements;
- Prior knowledge of the region an asset;
- Fluency in English required;
- Ability to operation Microsoft Word, Excel and Project Management Software;
- Ability to operate SPSS or related statistical programming an asset;
- Ability to work independently.
- Knowledge of protection concepts is an asset
- Ability to speak Arabic is an asset

CONDITIONS

- Salary defined by the IMPACT salary grid; educational level, expertise, hardship, security, and performance are considered for pay bonus
- Additional monthly living allowance
- Free food and lodging provided at the organisation's guesthouse/or housing allowance (depending on contract length and country of assignment)
- Transportation costs covered, including additional return ticket + luggage allowance
- Provision of medical, life, and repatriation insurance + retirement package.