

## Protection Specialist

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Company: International Rescue Committee

Location: Buea

Category: other-general

**Requisition ID:** req51315

**Job Title:** Protection Specialist

**Sector:** Protection and rule of law

**Employment Category:** Fixed Term

**Employment Type:** Full-Time

**Open to Expatriates:** No

**Location:** Buea-Cameroon

**Work Arrangement:**

### Job Description

#### Summary

The Protection Specialist is a senior position at IRC hired locally to ensure the implementation of Protection Projects activities and to provide technical support to IRC partners. He/she is the central interface between IRC and the local partners including the program's field teams and administrators. The primary responsibility of the Protection Specialist 's position is to provide capacity building to IRC and partners staff, support the day-to-day technical supervision in the implementation of program activities including case management staff. The Protection Specialist will regularly visit the field to ensure quality implementation and high-level decision making, particularly during difficult stages such as advocacy of authorities and communities including dispute resolution. In terms of external coordination, the Protection specialist will ensure good collaborative relations with the deconcentrated technical services of the Government and others relevant stakeholders.

## Program Implementation and Quality Assurance

Conduct technical capacity building assessment of IRC partners.

Strengthen the capacity of the IRC partners based on the assessment to enable them to assess, analyze and respond to protection needs.

Organize regular supervision on the field to provide coaching and technical support to IRC and partner staff.

Ensure high quality implementation of the activities according to IRC's program strategy, national policies, and protection standards.

Identify, coordinate, and quickly recommend solutions to technical and programmatic challenges identified.

Organize quarterly meetings with the IRC partners to discuss implementation of project activities, operational context and provide support as needed.

Provide technical support during project report activities including training, supervision and others relevant reports.

## Staff management

Coach, train and mentor case management assistants and build their technical capacity to ensure quality implementation of protection activities and provide professional development guidance.

Actively participate in the staff recruitment process.

Conduct a staff performance assessment.

## Coordination, representation and advocacy

Develop and maintain effective working relationships with local partners, NGOs and administrative authorities.

Participate as GBV AoR Co lead regularly in different meetings including other sectors or sub sectors such as CP and general protection.

Any other task assigned by the supervisor to improve IRC's programs.

## **Qualifications**

Requirements :

Master's degree in law, social work, psychology, humanitarian aid or related field.

At least 5 years of experience in protection sector with NGOs.

Proven experience in capacity building, coordination, supervision and advocacy;

understanding of gender issues, human rights, child protection, protection issues including those related to violence against women and girls.

Personal qualities: autonomy, scientific rigor, diplomacy, supervisory skills, dialogue and negotiation skills, good stress management skills, ability to adapt to the way NGOs operate, analytical and writing skills.

Ability to multi-task

Excellent computer skills: Word, Excel, Power Point and MS Outlook.

Excellent interpersonal and teamwork skills.

Ability to work independently and as part of a team with strong time management skills, project management, and organization of staff working under his/her direction.

Excellent planning and communication skills.

Fluency in French/English and some local languages, cultures and traditions

Be a Cameroonian national.

Composition of Application file

An up-to-date

Motivation letter

Previous work certificates

Academic Credentials

CNI

Applicants can apply online or deposit their application in a closed envelope specifying the position at the IRC office at Bokwango Road, 100m from John Chi Church-Buea, Bamenda, Maroua, Yaounde or Kousseri Offices.

NB: Deadline for the admissibility of files is the 19th of April 2024 at 5pm.

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