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## NRC in Syria

NRC is in Syria to support people affected by forced displacement (IDPs, returnees, host community etc.) so that they can have access to timely and effective assistance, to cope with the crisis and when the crisis ends return and rebuild their lives. Since the start of its activities in mid-2016 in Syria, NRC has reached with humanitarian assistance to more than **600,000 people** particularly in the Governorates of Damascus, Aleppo, Qoneitra, Dara'a, Hama, Hassake and Rif Damascus, out of which more than 152,000 people reached in 2020 with the provision of more than 255,000 services and moving forward to reach more during 2021.

NRC will continue to apply an integrated programming approach, where Education, capacity building, Shelter/WASH, and Food Security and Livelihoods (FSL) programmes work jointly to enable displacement-affected populations to meet their basic needs, enjoy their rights, and benefit from pathways to durable solutions.

## Role Specific Information

The purpose of a Protection from Violence Team Leader is to manage a Protection from Violence project team at field office level.

The following is a brief description of the role.

### Generic responsibilities

1. Management of project staff.
2. Implement plan of action for delegated portfolio of CC protection from violence projects (activities, budget and project documentation).
3. Day to day follow of progress in project implementation.
4. Ensure compliance with NRC policies CC tools, handbooks and guidelines.
5. Ensure that projects target beneficiaries most in need, explore and assess new and better ways to assist.
6. Promote and share ideas for technical improvement.
7. Prepare periodic progress reports and other documents.
8. Ensure capacity building of project staff and transfer key skills.
9. Liaison and collaborate with relevant local authorities and stakeholders.
10. Promote the rights of IDPs/returnees in line with the advocacy strategy.

### Specific responsibilities

- Daily management and supervision of Protection from Violence staff.
- Ensure the implementation of protection from violence activities under his/her supervision, including appropriate and timely grants reporting contributions, target tracking, procurement, use and distribution of supplies and resources to achieve programme goals.
- Provide technical support to Protection from Violence staff, ensuring adherence to best practices, international standards, humanitarian principles, and Safe and Inclusive Programming through capacity-building, and on-the-job coaching.
- Lead and manage protection officers, providing guidance, support, and opportunities for professional development. Conduct performance evaluations and build the capacity of the program team.
- Identify technical gaps in the activities and identify/implement solutions to address the gaps.
- Oversee selection and management of implementing partners (community-based organisations and community committees).
- Oversee and coordinate the monitoring & evaluation of PfV activities, and contribute to monthly progress reports on activities, highlighting any technical or operational challenges/successes.

- Any other task relevant to the position as requested by the line manager.
- Ensure that local safety rules and safety SOPs are adhered to by the programme team and contribute contextual knowledge on safety matters as required by the Area Manager and Safety Advisor.
- Coordinate internally within NRC and externally with local communities, stakeholders, and partners.
- Represent NRC in meetings and advocate for the needs of target populations.

## Our Ideal Candidate

### 1. Professional competencies

These are skills, knowledge and experience that are important for effective performance.

#### **Generic professional competencies for this position:**

- Experience from working as a protection team leader (managing staff) in a humanitarian/recovery context.
- Previous experience of working in complex and volatile contexts.
- Documented results related to the position's responsibilities.
- Knowledge about own leadership skills/profile.
- Fluency in English, both written and verbal.

#### **Context related skills, knowledge and experience:**

- Bachelor's degree in social sciences, with a minimum of 3 years of experience in similar roles, preferably with an international NGO.
- Experience with protection case management (general protection case management preferred, GBV or CP case management acceptable).
- Experience conducting community outreach is a plus.
- Proven communication, interpersonal, and representation skills.
- Good knowledge of drafting reports with the ability to learn and develop.
- Quick starter with the ability to work in a fast-paced environment.
- Experience in providing training to field teams and previous experience in community outreach or engagement.
- Strong negotiation, conflict resolution, and problem-solving skills.
- Proficient in computer skills, especially MS Excel and Word.
- High level of integrity and confidentiality, with strong stress and time management abilities.

Commented [MG1]: 3 years of experience

#### **What do we offer:**

- Duty station: **Qamishli, Syria**
- Contract: Project-Based Employment Contract until the end of October 2026 (**Non-renewable**)
- Salary/benefits: Grade 6 According to the NRC's salary scale and terms and conditions

#### **Important Considerations:**

- This position is open to Internal and External candidates.
- **Application deadline is 22 April 2026.**
- Candidates who do not provide complete, detailed information in the online application form may not be considered.
- Applications will be reviewed on a rolling basis as part of our fast-track recruitment process. To ensure full consideration, we strongly encourage you to submit your application as early as possible, ahead of the deadline.

**To apply for this Vacancy, please copy link below:**

[https://23109900.webcruiter.no/Main/Recruit/Public/5114727796?link\\_source\\_id=0](https://23109900.webcruiter.no/Main/Recruit/Public/5114727796?link_source_id=0)