
Protection from Violence (CSP, DP) Officer, NWS, Aleppo

NRC in Syria

In 2026, an estimated 15.6 million people in Syria, more than 61% of the population, continue to need humanitarian assistance, nearly 46% of whom are children. The fall of the former government in December 2024 raised hopes for the country's future and for people affected by the crisis. However, insecurity, economic hardship and extensive humanitarian needs persist, alongside emerging opportunities to support Syria's recovery. Since December 2024, approximately 1.7 million refugees and more than 2 million internally displaced people (IDPs) have returned to their areas of origin, while an estimated 5.5 million people remain internally displaced.

The Norwegian Refugee Council (NRC) has been a leading humanitarian actor in the Syria response, both inside the country and across the region, since 2012. Operating amid protracted conflict, socioeconomic deterioration, climate change and natural disasters, NRC delivers emergency assistance, transitional support, early recovery and resilience programmes to people affected by displacement and crisis. NRC also leads advocacy efforts to promote safe, sustained and unimpeded humanitarian access across Syria and calls for increased humanitarian funding and investment in resilience and early recovery to address urgent needs and support communities in rebuilding their lives.

Role and responsibilities

The purpose of the Protection from Violence Officer position is day to day implementation of the Protection from Violence Project.

CSP: Civilian Self Protection

DP: Disaster Preparedness

Generic responsibilities

These responsibilities shall be the same for all positions with the same title. The responsibilities shall be short and essential. Details belong in the Work and Development plan.

1. Ensure adherence with NRC policies, tools, handbooks and guidelines.
2. Implement delegated Protection from Violence project portfolio according to plan of action.
3. Prepare and develop status reports as required by management.
4. Ensure proper filing of documents.
5. Ensure that projects target beneficiaries most in need, and explore and assess new and better ways to assist.
6. Promote and share ideas for technical improvement.

Specific responsibilities

These responsibilities shall be adapted to the particularities of the job location and context, phase of operation, strategic focus and type of programme intervention. This section shall be revised whenever a new employee is hired or the context changes significantly.

- Ensure the Age, Gender and Diversity (AGD) approach, Safe and Inclusive Programming (SIP), protection principles, conflict sensitivity and rights-based participatory approaches are consistently applied throughout CSP, Community Intelligence, Early Warning and Anticipatory Action activities.

- Ensure adherence to NRC's Code of Conduct, confidentiality, data protection, Do No Harm principles and humanitarian principles throughout community engagement and project implementation.
- Support the day-to-day implementation of the Civilian Self-Protection (CSP) and Community Intelligence approach in targeted communities, ensuring activities are implemented according to agreed methodologies, workplans, technical guidance and quality standards.
- Facilitate and oversee participatory community processes, including community and stakeholder mapping, actor and conflict analysis, perception of insecurity and danger, seasonal calendars, multi-hazard risk identification and ranking, problem analysis, and identification of existing community capacities and risk mitigation strategies.
- Support communities to identify and prioritize protection, security and environmental risks, understand their causes and potential impacts, and identify locally relevant measures to prevent, mitigate and prepare for emerging risks.
- Facilitate the identification of community-level early warning indicators and signals related to prioritized risks and support communities and relevant local actors to monitor changes in these indicators over time.
- Support the establishment and strengthening of community-based Early Warning Systems (EWS), including locally appropriate mechanisms for risk monitoring, information collection, verification, communication and last-mile dissemination of early warning information.
- Facilitate a two-way information flow whereby community-generated risk information and early warning signals are systematically documented and communicated through agreed channels, while relevant alerts, preparedness information and recommended actions are communicated back to communities in an accessible and timely manner.
- Support the operationalization of Anticipatory Action (AA) at community level by helping communities and relevant actors understand agreed triggers, early warning information and appropriate early actions that can reduce exposure and potential impacts before a crisis escalates.
- Work closely with community structures, CBOs, local NGOs, volunteers and identified first-line responders to strengthen their capacities in risk monitoring, preparedness, early warning communication, community engagement and anticipatory action.
- Supervise and provide day-to-day technical guidance to Protection from Violence Assistants (CSP), including coaching, field accompaniment, review of CSP and Community Intelligence tools, and support in addressing implementation challenges.
- Support capacity strengthening of project staff, community structures, volunteers and relevant local stakeholders on CSP methodologies, participatory risk analysis, multi-hazard preparedness, EWS, AA, community engagement and Safe and Inclusive Programming.
- Ensure meaningful and inclusive participation of different population groups, particularly women, youth, older persons, persons with disabilities, displaced populations, returnees and other groups that may face barriers to participation or accessing early warning information.
- Monitor changes in protection risks, environmental hazards, community perceptions of safety, social cohesion, displacement dynamics, community capacities and coping/self-protection strategies, and promptly communicate significant changes or emerging risks to the Team Leader/Project Manager.
- Support the systematic collection, documentation and initial analysis of community-generated risk information, including community observations, risk rankings, early warning indicators, emerging trends and feedback, ensuring that findings contribute to wider project analysis and decision-making.
- Support community mapping and baseline exercises and contribute to identifying existing community structures, communication channels, CBOs, NGOs, volunteers and other actors that may contribute to community-based EWS, preparedness and first-line response.

- Support identified first-line responders in preparedness activities and, when agreed response mechanisms are activated, facilitate community outreach, information dissemination, registration and verification, referrals and other agreed non-financial response functions.
- Develop and maintain effective working relationships with relevant stakeholders, including MoEDM focal points and volunteers, community representatives, CBOs, local NGOs, first-line responders, service providers and relevant local authorities, under the guidance of the Team Leader/Project Manager.
- Conduct regular field monitoring visits to targeted communities to assess implementation quality, functionality of community-based EWS mechanisms, participation, preparedness capacity and progress against agreed project activities.
- Monitor achievement of project targets and indicators related to CSP, Community Intelligence, EWS, AA and community preparedness, identifying implementation gaps and proposing corrective actions.
- Produce timely activity updates and monthly reports and support the Team Leader/Project Manager with internal and donor reporting, including documentation of key findings, achievements, emerging risks, challenges, lessons learned and adaptations.
- Work with the Team Leader/Project Manager, MEAL and Information Management colleagues to produce community risk profiles, maps, dashboards, charts and other analytical products that illustrate changes in risks, early warning indicators, community preparedness, perceptions of safety and social cohesion.
- Document good practices and lessons learned from community-led risk mitigation, Early Warning and Anticipatory Action activities and contribute to continuous adaptation and improvement of the approach.
- Ensure community feedback and accountability mechanisms are integrated throughout implementation and that feedback on the timeliness, accessibility, relevance and usefulness of early warning information and anticipatory actions is documented and used to improve the project.

Professional competencies

Generic professional competencies:

- Experience from working as a Project Officer in a humanitarian/recovery context.
- Previous experience from working in complex and volatile contexts.
- Documented results related to the position's responsibilities.
- Good knowledge of English.

Context/ Specific skills, knowledge and experience:

- University degree in social work, psychology, social sciences, anthropology, Law and other related fields.
- Minimum of 3 years of experience in protection/Gender-based violence activities in particular protection
- Strong written and oral communication skills, effective in representation and liaison with external parties
- Ability to maintain confidentiality, respect, non-discrimination, and safety of client always
- Strong ability to organize work, meet deadlines, maintain composure, work independently and with limited
- Direct supervision and priorities work under pressure, coordinate multiple tasks and maintain attention to detail.
- Experience with Community Based Protection and CSP activities and programming.
- Experience conducting community engagement processes and consultations.
- Experience conducting participatory assessments.
- Previous training in protection risk reduction.
- Well-developed organizational and communication skills.
- Experience working with information data management (protection).
- Good knowledge of data protection standards
- Experience in managing teams.
- Understanding rights and protection issues of target populations, experience in working with populations is an advantage.
- Proven communication, interpersonal, and representation skills.
- Level of knowledge and practice with Word, Excel, Outlook, etc. required.

Behavioral competencies

- Planning and delivering results
- Empowering and building trust
- Communicating with impact and respect
- Handling insecure environment

We can offer

Duty station: North-West Syria Area Office (NWS) - Aleppo

Required Number of employees: 2

Contract: Till the end of 2027. Renewable, based on funding and performance.

Salary/benefits: Grade 5 of NRC's salary scale ([NRC Grade profile](#))

NRC is an equal opportunity employer. We are committed to diversity without distinction to age, gender, religion, ethnicity, nationality, or physical ability.

Candidates who do not provide complete and detailed information in the online application form will not be considered.

The application deadline is 31 October 2026.

Learn more about NRC's operations in Syria [here](#).

Why NRC?

The Norwegian Refugee Council (NRC) is an independent humanitarian organization helping people forced to flee. Our 15,000 staff work in crises across 40 countries, providing life-saving and long-term assistance to millions of people every year.

[Watch this short video](#) to see NRC in action.

We are looking for people who are passionate about helping refugees and people forced to flee. Are you one of those people? If you are, NRC offers you the opportunity to:

- Do demanding and professional work, often in challenging contexts
- Join a work culture that empowers every employee to share ideas and take responsibility
- Be part of a welcoming and supportive community committed to human dignity

[Learn more about NRC](#)

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

https://23109900.webcruiter.no/Main/Recruit/Public/5198509876?link_source_id=0