

## Preliminary Job Information

<b>Job Title</b>	<b>PROTECTION COORDINATOR</b>
<b>Reports to</b>	<b>DEPUTY HEAD OF MISSION - PROGRAM</b>
<b>Country &amp; Base of posting</b>	<b>LIBYA BASED IN TUNIS (TUNISIA)</b>
<b>Creation/Replacement</b>	Creation
<b>Duration of Mission</b>	12 months (upon funding)
<b>Starting</b>	January 2020

## General Information on the Mission

### Context

**Première Urgence Internationale (PUI)** is a non-governmental, non-profit, non-political and non-religious international aid organization. Our teams are committed to supporting civilians' victims of marginalization and exclusion, or hit by natural disasters, wars and economic collapses, by answering their fundamental needs. Our aim is to provide emergency relief to uprooted people in order to help them recover their dignity and regain self-sufficiency. The association leads in average 200 projects by year in the following sectors of intervention: food security, health, nutrition, construction and rehabilitation of infrastructures, water, sanitation, hygiene and economic recovery. PUI is assisting around 7 million people in 22 countries – in Africa, Asia, Middle East, Eastern Europe and France.

### Crisis context

After an armed and civil uprising ended Muammar al Gadhafi's regime in late 2011, the authorities have had difficulties to address pressing security issues, reshape the country's public finances, or create a viable framework for post-conflict justice and reconciliation. Thus, since 2014, non-state armed groups have disrupted Libya's political transition. In 2018, continued political instability, ongoing-armed conflict in Libya, particularly internal struggles between local militias, and the collapse of economy, have led to deteriorating living conditions and reduced access to essential services in most of the country. Civilians continue to suffer from unsafe living conditions, with little or no access to health care services, essential medicines, safe drinking water, shelter and education.

In 2019, the whole population is still affected by the armed conflict and the lack of a functioning government, and 823 000 people will still need humanitarian assistance (including 554,000 people in need of health care services) throughout the whole assessed territory in Libya. The complex humanitarian crisis is primarily driven by the absence of the rule of law, lack of access to basic services, displacement of population, the collapse of the economic system and the financial crisis. On April 4<sup>th</sup> 2019, the Libyan National Army (LNA) under the guide of General Haftar, announced the beginning of a large scale offensive against the Government of National Accord (GNA) in Tripoli. Soon after, the southern neighbourhoods of the city were engulfed in the conflict. To date, continued clashes, involving the use of heavy weaponry and airstrikes, affected 500,000 people, and displaced over 100,000 people within the Libyan capital, to the neighbouring cities, and, more recently to Tunisia.

Throughout 2018, in Benghazi and its surroundings, the situation remains calm even though heavy fighting took place in other towns of the country (Darnah, Ajdabiya, Tripoli, and Sabha). After two year of siege, the LNA launched an attack on Darnah in May 2018. Then, Haftar announced the capture of the city in June; however, clashes were still ongoing in a small part of the town in November 2018. Near to Ajdabiya, fights erupted in June 2018, when the forces conducted by Ibrahim Jadhran attacked the oil facilities in the oil crescent, under the LNA forces. These fights conducted to some population movements in eastern Libya. However, the overall number of IDPs did not change significantly throughout the year - increasing and decreasing at times - while the total number of returnees has progressively increased. Late in 2018, Benghazi is still the town hosting the highest number of IDPs (25,665 individuals), as well as knowing the highest number of returnees (188,625 individuals) in Libya. Thus, Benghazi appears to be, with Tripoli, one of the two main cities to host the more IDPs. The area appears to be particularly vulnerable locations due to the high damage inflicted by three years of heavy clashes. Among the IDPs population, the Tawergha community living in the camps in Benghazi and its surroundings, is entering its 8th year of displacement with few real chances to return their areas of origin soon. Darnah is the fifth town of returns with 23,863 individuals.

The violation of human rights and humanitarian law, including violations of the right to life, and of children and women's rights, are widespread, including of Gender-based Violence. There are alarming levels of gender-based violence and grave violations of child and women's rights in the current context.

Still in the same area, since April 2019 the situation remained relatively stable, allowing the PUI program's to progress with minimum interference. However, this fragile equilibrium could be rapidly overturn depending on the evolution of conflict. Première Urgence Internationale (PUI) is monitoring closely the events and, is evaluating potential scenarios in order to plan for contingency in case the security situation deteriorates.

In the Southeast of the country, the tensions between the Tebu and the Zway tribes seriously affects the health system and the access to basic services. Tribe communities, when they are a minority in the area, are suffering from segregation in most of Al Kufrah's institutions, including health care facilities. This occurs in a context of underdevelopment and poverty that exacerbates the impact of the conflict on the population in the region. Indeed, this area has been suffering, even before the conflict, from a poor investment from the central government. However, few information are available on this area and its humanitarian needs due to a poor, if not almost inexistent, presence of NGOs.

Besides, in the Libyan context, migrants, refugees and asylum seekers leaving outside and within the detention centres (DCs) represents another significant vulnerable group in Libya. Estimated to be around 700,000 to 1 million, they are among the most vulnerable population in the country and are currently facing acute needs. This includes an estimated number of migrants in 55 DCs of 5,000 to 7,000 people at the end of 2018. These persons, including both asylum seekers and refugees, have been consistently identified as being the most vulnerable individuals throughout Libya for several reasons. In particular, they are identified as having reduced access to, and availability of life-saving assistance. Additionally, various report show that refugees and asylum seekers in Libya face significant protection concerns, with their status making them particularly vulnerable to abuse, marginalisation, and exploitation. Those who move through the country are exposed to widespread abuses and human's rights violation along the route. Due to their irregular status, lack of domestic support networks, impunity for crimes committed against foreign nationals, racism, xenophobia and policies linked to the control of mixed migrations flows in Europe, they are highly vulnerable and in need of humanitarian assistance.

Due to the security context, the majority of the humanitarian intervention in Libya are being managed remotely from Tunis.

### **PUI's strategy/ current programs**

Since May 2016 and the beginning of the exploratory mission, PUI still identifies the support to the health system and the improvement of access to health care as some of the major needs for the eastern Libyan population along with its ongoing field intervention. This analysis has been confirmed by the 2019 HNO, which defines the access to critical services (including public healthcare services and Wash facilities) as the second key humanitarian priority need, with the health sector being the one with the highest number of people in need (554,000 individuals). PUI Libya mission has started implementing operations in East of Libya (Benghazi area) in 2017 and developed an emergency health response that provides primary health care services to the most vulnerable population. PUI's intervention focuses on health care through the deployment of Mobile Health Teams (MHT) delivering direct services to internal displaced populations, the host communities, migrants, refugees and asylum seekers. To date, PUI has three mobile health teams operating in the entire eastern Libya, two of which targeting vulnerable communities in urban setting and one targeting refugees and asylum seekers in detention centres. Since 2018, PUI has extended its area of intervention to in the north eastern Mantikas namely Al Wahat (Ajdabiya Baladiya), Al Marj, Al Jabal Alakhadar, Darnah and Al Butnan (Tubruq Baladiya) to better reach out the most vulnerable. In 2019, PUI Benghazi office is starting a new project called Evidence Based NCD care, a model for PHC in Libya with the objective to enhance access to Non-Communicable Disease health services in the PHC level in the target area. The project includes 2 health facilities and 2,000 patients will benefit from the services.

In the view to extend its operational coverage in 2018, PUI conducted an exploratory mission in the Al Kufrah region (southeast Libya) in order to identify the specific needs of this isolated area and develop an adapted humanitarian response. Thus, PUI intends to implement comprehensive health related activities to ensure a continuous access to essential care. The operation will start in Winter 2019 after a three-month inception phase including capacity building of the team and installation of a PUI office, composed of a full management and health team.

In 2018-2019, PUI has also enhanced its strategy of intervention. Although the focus remains health and direct service delivery, it includes other related sectors and approaches to ensure an integrated response. Thus, PUI conducted several rehabilitation projects in order to allow the reactivation of primary health care centres and the functioning of the Al Jalaa Hospital's emergency room (the main trauma centre of Benghazi). Additionally the rehabilitation projects also led the restarting of a water pumping station in a conflict-affected area of Benghazi and the reactivation of the only laboratory providing drugs and food quality testing in the eastern Libya. Rehabilitations within the refugee's detention centres have also been implemented to meet the Wash minimum standards for the detainees.

In line with its country strategy 2020, PUI Libya plans to integrate protection outcomes within its intervention to better identify related risk and incidents and inform the humanitarian response both in detention centres and urban settings.

To note, due to the security context, the majority of the humanitarian intervention in Libya are being managed remotely from Tunis

### **Configuration of the mission**

<b>BUDGET FORECAST 2019</b>	<b>3 800 000 EUR</b>
<b>BASES</b>	<b>COORDINATION IN TUNIS &amp; OPERATIONAL BASES IN BENGHAZI AND AL KUFRA</b>
<b>NUMBER OF EXPATRIATES</b>	11
<b>NUMBER OF NATIONAL STAFF</b>	47 (43 in Libya and 4 in Tunis)
<b>NUMBER OF CURRENT PROJECTS</b>	3
<b>MAIN PARTNERS</b>	ECHO + UNHCR + EU Delegation
<b>ACTIVITY SECTORS</b>	Health and Psychosocial support, Rehabilitation & Early Recovery, Protection
<b>EXPATRIATE TEAM ON-SITE</b>	Tunis Expat team based permanently in Tunis: Head of mission, Deputy Head of Mission Program, Medical coordinator, Basic Need Response Coordinator, Admin / Fin coordinator; Logistics coordinator, and

	Humanitarian Affairs Officer.  Benghazi Expat team based in Benghazi (and temporally in Tunis): Field Coordinator, Deputy Field Coordinator Program, Deputy Field Coordinator Support.
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## Job Description

### Overall objective

The Protection Coordinator is responsible for the strategic development and technical supervision of PUI's protection programme which aims at protection and promoting the safety and rights to IDPs, migrants, and refugees in Libya. The Protection Coordinator is expected to provide technical guidance, support and oversight on all aspects the protection programme including strategy, development, programmatic resources (guidelines, tools, etc.) and capacity building as well as external representation and advocacy. The Protection Coordinator is ultimately responsible for the overall quality and impact of the protection programme. The Protection Coordinator will also participate and represent PUI in coordination meetings, and other fora as agreed with the Deputy Head of Mission for Programmes.

### Tasks and Responsibilities

- ▶ **Programmes:** Lead on the development of the country Protection Strategy for PUI's response to the protection issues affecting IDPs, migrants, refugees and affected host communities in Libya.
- ▶ **Representation and Coordination:** Represents PUI towards external stakeholders, including humanitarian partners, donors, authorities etc. on ongoing protection needs and trends. Act as PUI focal point for all coordination forums related to protection, including the Protection Working Group, GBV and CP Working Groups, etc.
- ▶ **Human Resources:** Provide technical support on the recruitment and the management of all protection programme staff, including managerial and non-managerial positions. To this end, develop terms of reference, staffing plan, participate in recruitment processes and performance evaluations.

### Specific objectives and linked activities

1. **DEVELOP AND LEADS THE IMPLEMENTATION OF PUI'S PROTECTION STRATEGY IN LIBYA**
  - ▶ Leads on the development of PUI's protection strategy and oversee its successful implementation
  - ▶ Ensure that the strategy is informed by sound analysis, with consultations with teams and key stakeholders and that the protection strategy is driven in promotion of PUI's values, culture, and that the strategy is gender and conflict sensitive.
  - ▶ Develop and undertake needs assessments to inform program design and strategic direction.
  - ▶ Develop and review program monitoring and implementation tools and guidance documents such as SOPs, tools, and forms on a wide-range of protection related activities including protection monitoring, information dissemination etc. To this end, ensure compliance with PUI's global standards and guidelines and ensure coherence and synergy across PUI Libya's programmes.
  - ▶ Play an active role in integrating protection strategy with other sector strategies to ensure maximum impact, working collaboratively with other technical coordinators to ensure that minimum protection standards are included.
  - ▶ Utilise protection related information to feed PUI Libya's advocacy strategy and efforts (including providing data and information to develop key advocacy messages) by coordinating closely with the Humanitarian Affairs Officer.
2. **LEAD and MONITOR PUI LIBYA'S PROTECTION PROGRAMME**
  - ▶ Quality control, carrying out ongoing discussions with the team and regular visits (if possible) to ensure that provided services are in accordance to standards, making recommendations and working with the programme team to ensure recommendations are applied
  - ▶ She/he leads on producing analytical monthly protection assessment/monitoring reports highlighting key protection issues and analysing trends identified to inform PUI's and local humanitarian responses.
  - ▶ In coordination with the project team and the MEAL team, develop information management systems that support the effective implementation of the protection activities, such as protection monitoring and needs assessment. To this end, define clear programmatic needs and objectives, and support the development of suitable information management platforms, tools, and processes.
  - ▶ Monitor programme objectives, outputs, indicators and activities – ensuring team remain on track as per agreed donor commitments, and propose mitigation measures to identified risks.
  - ▶ Ensuring learning from the protection intervention is documented and captures, consolidated and disseminated, contributing to knowledge building within PUI Libya and globally.
3. **LEAD AND DEVELOP PUI LIBYA'S PROTECTION TEAM**
  - ▶ Provide technical support on the recruitment and the management of all protection programme staff. To this end, develop ToRs, develop staffing plans, participate in recruitment processes and performance evaluations.
  - ▶ Support the progression development of programmes staff by carrying our learning needs analysis which informs the learning

<p>and development plan for the protection programme teams</p> <ul style="list-style-type: none"> <li>▶ Facilitate capacity building for team members (and possibly partners) to develop stronger protection expertise in-country. This includes coaching, capacity and mentor building and providing technical line management support to protection colleagues.</li> </ul>
<p><b>4. REPRESENT PUI TO KEY PROTECTION STAKEHOLDERS AND COORDINATION FORUMS</b></p> <ul style="list-style-type: none"> <li>▶ Represent PUI towards external stakeholders including humanitarian partners, donors, authorities, etc. as relevant and delegated by the DHOP</li> <li>▶ Provide information to external stakeholders on ongoing protection needs and trends, and act as PUI Libya's focal point to all protection related coordination forums, including the Protection/GBV/CP working groups, the INGO Forum, etc. To this end, coordinate with the protection manager to ensure coherence and efficiency in the representation at both Tunis/Libya, national and local levels and across programmes making sure to promote messaging consistent with PUI's advocacy strategy (in coordination with the Humanitarian Affairs Officer).</li> </ul>
<p><b>5. CONTRIBUTE TO THE PROTECTION PROGRAMME DEVELOPMENT</b></p> <ul style="list-style-type: none"> <li>▶ Work closely with the Deputy Head of Mission for Programmes to identify funding opportunities</li> <li>▶ In coordination with the DHOMP, Protection Managers, and the MEAL department develop project proposals/CNs and project revisions based on identified gaps and needs, as well as strategic priorities. To this end, define programmes activities, logframes and budgets based on baseline assessments and internal learning.</li> <li>▶ In coordination with the Protection Manager and the MEAL department, produce and consolidate donor reports by providing technical oversight on strategic considerations and programme activities so as to ensure accurate, coherent and timely reporting.</li> </ul>

Required Profile		
Required knowledge and skills		
	REQUIRED	DESIRABLE
<b>EDUCATION / TRAINING</b>	<ul style="list-style-type: none"> <li>▶ Master's degree in a relevant subject, such as human rights law, refugee law, IHL, migration, international relations and/or international development</li> </ul>	
<b>PROFESSIONAL EXPERIENCE</b>	<ul style="list-style-type: none"> <li>▶ Previous experience working in context of mixed migration and internal displacement, with good knowledge of the protection issues affecting forcibly displaced individuals (minimum 3 years)</li> <li>▶ Excellent technical knowledge of protection standards and principles and capacity to develop effective responses according to needs and relevant frameworks</li> <li>▶ Commitment to integrate gender, conflict sensitivity and accountability into programming</li> </ul>	<ul style="list-style-type: none"> <li>▶ Previous experience working with detainees, or in context of detention</li> <li>▶ Previous experience working in the Libyan context</li> <li>▶ Previous experience working in remote management settings</li> </ul>
<b>KNOWLEDGE AND SKILLS</b>	<ul style="list-style-type: none"> <li>▶ Solid experience in project development and management</li> <li>▶ Strong capacity building, facilitation, and presentation skills</li> <li>▶ Good knowledge of institutional donors regulations and policies</li> <li>▶ Ability to work flexibly in a diverse team, with proven leadership skills</li> </ul>	<ul style="list-style-type: none"> <li>▶ Good external representation skills, with excellent communication and ability to advocate in line with humanitarian principles</li> <li>▶ Demonstrate ability in thinking creatively and practically to improve the quality of programming and achieve greater impact</li> </ul>
<b>LANGUAGES</b>	<ul style="list-style-type: none"> <li>▶ French</li> <li>▶ English</li> <li>▶ Other (please specify)</li> </ul>	<p>Fluency in written and spoken English</p> <p>Knowledge of Arabic and/or French will be considered as an asset</p>
<b>SOFTWARE</b>	<ul style="list-style-type: none"> <li>▶ Pack Office</li> <li>▶ Other (please specify)</li> </ul>	<p style="text-align: center;">X</p> <p>Knowledge of data collection/analysis tools and software</p>

**Required Personal Characteristics (fitting into the team, suitability for the job and assignment)**

- ▶ Ability to work independently, take the initiative and take responsibility
- ▶ Resilience to stress
- ▶ Diplomacy and open-mindedness
- ▶ Good analytical skills
- ▶ Organisation and ability to manage priorities
- ▶ Problem solving and solution oriented thinking
- ▶ Ability to work and manage professionally and maturely
- ▶ Ability to integrate into the local environment, taking account of its political, economic and historical characteristic

**Other**

- ▶ Experience of working in emergency context and through remote management mechanism

**Conditions****Status**

- ▶ **EMPLOYED** with a Fixed-Term Contract

**Salary package**

- ▶ **MONTHLY GROSS INCOME:** from 2 200 to 2 530 Euros depending on the experience in International Solidarity + 50 Euros per semester seniority with PUI

**Costs Covered**

- ▶ **COST COVERED:** Round-trip transportation to and from home / mission, visas, vaccines...
- ▶ **INSURANCE** including medical coverage and complementary healthcare, 24/24 assistance and repatriation
- ▶ **HOUSING** in collective accommodation
- ▶ **DAILY LIVING EXPENSES** (« Per diem »)
- ▶ **BREAK POLICY:** 5 working days at 3 and 9 month
- ▶ **PAID LEAVES POLICY:** 5 weeks of paid leaves per year + return ticket every 6 months