

## Job Description

<b>Job Title</b>	Delegate, Protection, Gender, and Inclusion (PGI)
<b>Classification Level</b>	C – Standards, Tools, and Knowledge Development
<b>Organizational Unit / Duty Station</b>	IFRC Country Cluster (Tunisia and Morocco), based in Marrakech, Morocco
<b>Immediate Supervisor’s Title</b>	Operations Manager (Morocco EQ Response)
<b>Technical Manager’s Title (if applicable)</b>	PGI Coordinator – MENA Regional Office
<b>Number of Technical Reports</b>	N/A
<b>Number of Direct Reports</b>	N/A
<b>Number of Indirect Reports</b>	N/A

### Organizational context

The International Federation of Red Cross and Red Crescent Societies (IFRC) is the world’s largest humanitarian organization, with a network of 191-member National Societies (NSs). The overall aim of IFRC is “to inspire, encourage, facilitate, and promote at all times all forms of humanitarian activities by NSs with a view to preventing and alleviating human suffering and thereby contributing to the maintenance and promotion of human dignity and peace in the world.” IFRC works to meet the needs and improve the lives of vulnerable people before, during and after disasters, health emergencies and other crises.

IFRC is part of the International Red Cross and Red Crescent Movement (Movement), together with its member National Societies (NSs) and the International Committee of the Red Cross (ICRC). The work of IFRC is guided by the following fundamental principles: humanity, impartiality, neutrality, independence, voluntary service, unity, and universality.

IFRC is led by its Secretary General and has its Headquarters in Geneva, Switzerland. The Headquarters is organized into three main Divisions: (i) National Society Development and Operations Coordination; (ii) Global Relations, Humanitarian Diplomacy and Digitalization; and (iii) Management Policy, Strategy and Corporate Services.

IFRC has five regional offices in Africa, Asia Pacific, the Middle East and North Africa, Europe, and the Americas. IFRC also has country cluster delegations and country delegations throughout the world. Together, the Geneva Headquarters and the field structure (regional, cluster and country) comprise the IFRC Secretariat.

A 6.8 magnitude earthquake hit Morocco on September 8, killing and injuring thousands of people and causing widespread destruction. The Moroccan Red Crescent Society (MRCS) responded immediately, providing first aid and psychosocial support, helping transport the injured to hospitals, evacuating people from damaged buildings and providing dignified burial management. Through this appeal, the IFRC is supporting MRCS to meet the immediate and early recovery needs of 500,000 affected people. Priorities include providing food and safe water, essential household items, shelter support, health and mental health services, and cash assistance.

The IFRC is committed to PGI as per Strategic Priority 5 (Values, Power, Inclusion) under Strategic Plan 2030. The IFRC has a Protection, Gender, and Inclusion Policy (2022) and related Global and Regional PGI Framework covering 1) Institutional PGI Capacity, 2) Programmatic and Operational PGI, 3) PGI Advocacy, Partnerships and Learning.

This role will report directly to the Operations Manager and engage with other thematic file holders in Morocco to advance the PGI portfolio. The role is focused on supporting MRCS to strengthen its institutional and programming capacities in PGI. They will maintain technical coordination with the regional PGI Coordinator and be part of the extended team of the Membership Services Unit including NSD, Youth and Volunteering, Protection Gender and Inclusion and Safeguarding.

IFRC has a zero-tolerance policy on conduct that is incompatible with the aims and objectives of the Red Cross and Red Crescent Movement, including sexual exploitation and abuse, sexual harassment and other forms of harassment, abuse of authority, discrimination, and lack of integrity (including but not limited to financial misconduct). IFRC also adheres to strict child safeguarding principles.

## Job purpose

The PGI Delegate provides institutional, technical, and operational support in PGI to MRCS and the IFRC Staff in Morocco. The support is provided in line with the IFRC PGI policy and PGI framework as well as other relevant Red Cross and Red Crescent policies and guidelines on the integration of PGI in community and longer-term programming; emergencies and protracted crises; advocacy and diplomacy; and capacity strengthening at all levels.

## Job duties and responsibilities

### Institutionalisation of PGI in MRCS

- In coordination with the Operations Manager and other technical coordinators, support MRCS with their institutional strengthening in PGI Conduct capacity assessments of MRCS organisational and technical capacities in PGI and identify priorities to inform and revise PGI plans and actions.
- Support the capacity strengthening of MRCS staff and volunteers through training, accompaniment, mentoring and support.
- Ensure the development of proposals and adequate resourcing of PGI actions.
- Contribute to raising awareness on safeguarding and ensure a coordinated approach with other actors supporting in this area.

### Mainstreaming PGI in MRCS Programming and Services

- Support with identifying protection risks and needs within multisectoral needs assessments.
- Support sectoral teams to ensure collection and analysis of sex-age and disability-disaggregated data (SADDD).
- Ensure capacity strengthening with staff and volunteers on PGI minimum standards, especially at the branch level through field missions and support MRCS based on the identified PGI-related needs and lessons from the field.
- Integrate PGI minimum standards into MRCS' programmes and services to prevent, respond and mitigate risks of violence, discrimination, or exclusion towards affected groups.
- Support MRCS emergency response operations to meet the Minimum Standard for PGI in Emergency Programming and contribute to emergency plans and appeals, related to PGI.
- Support on coordination within PNSs supporting PGI activities at MRCS.
- Support on safe identification and referrals (between sectors and with other service providers).
- Support in strengthening service mapping and referral pathways.
- Support the establishment/strengthening of mechanisms for child safeguarding and protection and provision of safe spaces for children and vulnerable adults.
- Provide advice with respect to ensuring equitable access and inclusion (especially disability inclusion) within community resilience programming design and implementation.
- Work with CEA focal point and HR/Internal Audit on ensuring the inclusion of the minimum PGI standards as well as the sensitive complaints handling mechanism.

### Coordination

- Co-lead with MRCS on a Movement technical working group on PGI.
- Ensure representation and coordination with external agencies including interagency working groups.
- Undertake scanning and research on protection trends and risks – develop key messaging for proposals, response plan revision etc.
- Undertake advocacy, humanitarian diplomacy and influencing with internal and external key actors.

### Support to IFRC secretariat office:

- With the PMER Manager lead on PGI-related inputs in the IFRC operational plans and monitor performance against identified outputs.
- Support with preparing and submitting funding proposals to donors for PGI-related work.
- Support the HoD and Operations Manager with implementing IFRC's commitments to PGI within the secretariat office and programs, particularly related to prevention of sexual exploitation and abuse (PSEA) and child safeguarding policies and procedures, in conjunction with Human Resources.
- Develop systems and processes to drive the implementation of IFRC Safeguarding policies in the delegation and also ensure their integration into programming.

### Confidentiality

- Maintenance of strict moral confidentiality and none disclosure of any confidential or sensitive information.
- Organize archives of all reports and documents and treat them as confidential.

## Duties applicable to all staff

1.	Work actively towards the achievement of the IFRC Secretariat's goals.
2.	Abide by and work in accordance with the Red Cross and Red Crescent principles.

3.	Perform any other work-related duties and responsibilities that may be assigned by the line manager.
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## Position Requirements

Education	Required	Preferred
An advanced university degree (Master's degree) in Communication or Social/Behavioural Sciences (i.e. Sociology, Anthropology, Psychology or Health Education) or relevant experience.		X
Graduate (Bachelor's or equivalent) degree in a relevant field.	X	
IMPACT Course or equivalent knowledge.		X
Experience	Required	Preferred
At least 3-5 years of professional experience in a PGI-related role (protection, gender, sexual and gender-based violence, disability rights), including a proven track record in providing strategic direction and developing and delivering tools and technical advisory outcomes.	X	
Minimum 3 years of experience with community engagement approaches, direct support to survivors of violence, exploitation, or abuse, or addressing the specific needs of marginalized groups at the community level.	X	
Relevant work experience at international level, ideally in the MENA region.	X	
Experience working with partner organizations and in developing and adapting tools and experience and in strengthening capacities of local and national actors.	X	
Demonstrated professional experience in the IFRC or an organization within the Red Cross and Red Crescent Movement, or in an international organization or NGO.		X
Demonstrated experience in applying humanitarian protection, gender, accessibility standards and guidelines and in setting up and managing accountability systems, participatory planning processes.	X	
Experience in coaching, training, and developing local staff and volunteers in order to build long-term capacity and create ownership.	X	
Knowledge and Skills	Required	Preferred
Advanced knowledge of PGI topics, standards, approaches and policies.	X	
Possesses a broad understanding of global humanitarian issues, and international humanitarian standards for Protection, gender and inclusion in disaster response and programmes.	X	
Excellent interpersonal, communication and networking skills, able to build relationships with people at all levels of the organisation across multiple countries and cultures, both in person and remotely, to build commitment and support for PGI.	X	
Excellent project management skills, able to work under pressure and manage multiple projects simultaneously, to a high standard and deadline.	X	
Solid written and verbal communication skills especially in rendering concepts accessible to a range of audiences.	X	
Highly motivated, self-starter able to take initiative and lead a team or process.	X	
Excellent computer literacy (MS Office suite, internet, web conferencing, collaborative platforms, etc.)	X	
Languages	Required	Preferred
Fluent in spoken and written Arabic and/or French.	X	
Fluent in spoken and written English.	X	
Good command of another IFRC official language.		X

**Competencies and Values (to be filled in by HR)**

**Values:** Respect for diversity; Integrity; Professionalism; and Accountability.

**Core competencies:** Communication; Collaboration and teamwork; Judgement and decision making; National society and customer relations; Creativity and innovation; Building trust.

**Sign off by Line Manager**

Name:		Signature:		Date:	
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**For internal use only**

Classified by: <i>HRMD</i>	Date: <i>06.03.2024</i>
Approved by the Job Classification Committee:	Date:
Approved salary scale:	<b>Salary Scale 1</b>