

Terms of Reference
for
Disaster Risk Management and Community Resilience Coordinator
within the
Morocco Red Crescent Society

Background

Created by royal decree in 1957, the Moroccan Red Cross Society is a voluntary relief association, auxiliary to the civil and military authorities, with 40000 volunteers throughout the country. As an auxiliary to the public authorities, the MRCS supports State bodies while maintaining its neutrality and independence by conforming to the principles and values of the International Red Cross and Red Crescent Movement.

The Moroccan Red Crescent has been at the forefront of disaster response and humanitarian aid, especially in the wake of natural disasters like earthquakes. Following the recent earthquake and the subsequent scale-up of activities, there has been a significant increase in the workload and responsibilities of the organization, particularly in the field of Disaster Risk Management (DRM). The earthquake not only highlighted the immediate need for effective disaster response but also underscored the importance of proactive risk reduction and preparedness measures.

The expansion of the DRM portfolio within the Moroccan Red Crescent reflects a strategic shift towards building resilience and strengthening capacities at both strategic and operational levels. This expansion is crucial to enhance the organization's ability to respond swiftly and effectively to future disasters while also mitigating risks and reducing vulnerabilities in communities.

The role of the DRM Coordinator is pivotal in this context, as they are tasked with providing essential support to reinforce the capacities of the Moroccan Red Crescent in DRM activities. This support is not only limited to the operational level but also extends to the strategic level, where coordination, planning, and policy development play a crucial role.

Moreover, there is a pressing need for harmonization at the national level, particularly in the provinces most affected by the recent earthquake – Chichaoua, Taroudant, Demnate, Al Haouz, and Marrakech-Safi. These provinces face unique challenges and vulnerabilities, requiring tailored DRM strategies that address local needs while aligning with national priorities and frameworks.

Therefore, the DRM Coordinator's focus on liaising with partner National Societies, supporting DRR and DRM activities, and ensuring coordination and harmonization at both strategic and operational levels is paramount. Their efforts will contribute significantly to building a more resilient Moroccan Red Crescent and, by extension, more resilient communities in the face of future disasters.

Goal

The main goal of the Disaster Risk Management (DRM) Coordinator position within the Moroccan Red Crescent is to provide essential support to the DRM sector in effectively coordinating and implementing disaster risk reduction (DRR) activities, disaster risk management (DRM) activities, preparedness initiatives, and maintaining strong relationships with partner National Societies.

Overall objectives

To liaise effectively with partner National Societies, government agencies, NGOs, and other stakeholders involved in disaster risk management.

To assist in the coordination and implementation of DRR activities, including risk assessments, early warning systems, and community-based disaster preparedness programs.

To support the DRM Manager in developing and implementing strategies for disaster risk reduction, preparedness, and response.

Specific objectives

1. Liaison with Partner National Societies:

- Establish and maintain strong communication channels with partner National Societies to facilitate information sharing and collaboration on DRM initiatives.
- Coordinate joint activities and initiatives with partner National Societies to enhance disaster preparedness and response capabilities.
- Participate in all relevant trainings to enhance communication and collaboration skills with partner National Societies.

2. Support in Implementing DRM Activities with a focus on DRR and Preparedness:

- Assist in adapting training materials, coordinate and facilitate trainings and drills on disaster preparedness and response for staff, volunteers, and community members.
- Monitor program implementation, budget utilization, and ensure timely reporting to supervisors and donors.
- Provide support to field staff (officers and project coordinators) and contribute inputs to reporting documents relevant to local contexts.
- Assist in ensuring coordination and harmonization of CBDRR and Preparedness activities.
- Support the implementation of the community-based DRR in integration with other community-based approaches, including awareness campaigns, training sessions, and simulation exercises.
- Contribute to the development, updating and implementation of contingency plans, protocols, and standard operating procedures.

3. Support to DRM Manager:

- Assist the DRM Manager in coordinating DRM activities across different departments and teams within the organization.
- Contribute to the development and implementation of DRM policies, guidelines, and protocols within the Moroccan Red Crescent.
- Provide administrative and logistical support for DRM-related meetings, workshops, and events.

- Prepare reports, presentations, and other documentation as required by the DRM Manager.
- Assist in developing budgets for planned activities in collaboration with the MRCS Project Coordinator.

Organisational integration

The DRM Coordinator is part of the MRCS national office staff and will refer to Chef de Division Secourisme, Jeunesse, Volontariat et Gestion des Catastrophes with regards to contractual aspects and to the Chef de Division Secourisme, Jeunesse, Volontariat et Gestion des Catastrophes, and the GRC DRM delegate with regards to project activity, planning and implementation. The programmes are developed together by MRCS and GRC, in coordination with all the partners.

Principles applicable to all staff

- To ensure an effective working relationship with the Moroccan Red Crescent and its partners.
- To respect and work in accordance with the principles of the Red Cross and Red Crescent.
- Carry out any other work-related tasks and responsibilities that may be assigned by the line manager.

Qualifications required for the post

Education	Required	Preferred
Relevant university degree or equivalent experience		X
Relevant professional training courses (related to the Red Crescent, the humanitarian and development sector, management, etc.)	X	
Experience	Required	Preferred
Previous professional experience in the sector of international development, DRM or social assistance	X	
Experience with the Red Cross Red Crescent movement (volunteer / staff)		X
Knowledge and skills	Required	Preferred
Knowledge of the Red Cross Red Crescent environment and approach		X
Computer literacy (Word, Excel, PowerPoint, Outlook....)	X	
Ability to engage with international partners		X
Experience in developing, facilitating and, supporting ToTs or cascade trainings	X	
Familiarity with the project management cycle		X
Familiarity with EVCA methodology and participatory tools		X
Strong facilitation and community engagement skills	X	
Ability to promote inclusive participation and gender-sensitive programming		X
Excellent coordination and interpersonal communication	x	
Languages	Required	Preferred
Fluent spoken and written French	X	
Fluent spoken and written Arabic	X	
Basic spoken and written English		X

Selection Process

Interested candidates are invited to send their CV and a cover letter specifying the position applied for and the desired duty station to: crm.crarecrutement@gmail.com and f.gianera@drk.de

The deadline for submitting applications is December 28, 2025. CRM reserves the right to modify this date if deemed necessary. Only shortlisted candidates will be contacted.

CRM is committed to the principles of equity, diversity, and inclusion.