



## Capacity Building Project Manager – Iraq (Baghdad)

**Country:** Iraq – Based in Baghdad, with frequent visits to Erbil and Mosul

**Duration:** 11 months, February 2019 – December 2019, upon funding

**Conditions:** Salaried contract, gross monthly salary from €1,550 to €2,100 depending on experience, monthly per diem US\$ 650, medical coverage of 100% + repatriation insurance + provident fund, accommodation, international and local transportation as part of the mission, break every 3 months. More information on [www.trianglegh.org](http://www.trianglegh.org), under "Participate".

### Presentation of TGH

#### ***"Actor in a sustainable and shared solidarity"***

Born in 1994 from the desire to develop a cross-disciplinary and sustainable expertise, TGH is an International Solidarity Organization designing and implementing emergency, post-emergency and development programmes in collaboration with national and international partners (local CBOs, line ministries) through the identification and mobilization of local skills and resources.

Its action is based on a professional and highly interactive operating mode including several areas of expertise within a comprehensive approach: the programs fall within the fields of water, hygiene and sanitation (WASH), civil engineering (Shelter), food security, rural development (Livelihood), socio-educational and psychosocial (Protection). In 2016, its committed teams operate in 11 countries and manage 65 programs.

### Context

The Regional conflict in Iraq and Syria will complete its sixth year with no rapid end in sight. It has torn apart families, displacing more than 11 million individuals: more than 7 million inside the country and more than four million who have fled the conflict in search of safety in neighboring countries, including Lebanon, Jordan, Turkey, Egypt and Iraq, and further afield in Europe. More than 240 000 Syrian refugees were still settled in Northern Iraq as of July 2018, most of which in the Kurdistan Region of Iraq refugees (source: UNHCR). Overall, Iraq has seen major displacement of an estimated three million persons within its borders due to the advance of ISIS and subsequent fight to push them out of Iraq.

As of September 2018, still more than 1,9 million people were displaced in Iraq, out of which 1.3 million in the 4 northernmost governorates of Ninewa, Dohuk, Suleymaniyah and Erbil, where TGH operates. More than 4 million people are recently returned.

The defeat of ISIS's last remaining strongholds in Iraq is now leaving ground for reconstruction. However, in places such as West Mosul that have seen severe destruction or remote areas where services are lacking, returns are not happening fast and Iraqi people are still displaced in IDP camps of Ninewa or the East bank of Mosul. Furthermore, the political and military stalemate between the Federal Government and Iraqi Kurdistan which followed the 25<sup>th</sup> September Kurdish independence referendum is keeping the tension high along the disputed territories, and plummeted Kurdistan into a budgetary crisis which presents serious challenges in the access to services (e.g. education) for displaced and host community populations. More recently, Iraqi elections, whose outcome is still uncertain to this date, put an additional level of inter-community tensions as military groups contribute to the political shaping of the areas retaken from ISIS.

## Presentation of the mission

TGH worked in Kurdistan from 1995 to 1999 in the education and agriculture sectors to support refugees from Turkey. In 2013, TGH reopened a mission in Kurdistan and conducted several projects in Erbil: WASH in schools, Winterization distribution, Cash for Education, Case management and psychosocial support. Since 2016, TGH has deployed an emergency response supporting Iraqi IDPs in four camps of Ninewa Governorate (Khazer M1 and Nimrud, Salamiyah 1 and more recently Salamiyah 2 camps) with child protection services. TGH has implemented Education, Child Protection and Youth Empowerment activities in rural and urban setting in Ninewa (Hamdaniya and Mosul city). TGH has also been strengthening the Child Protection system in the 3 Governorates of KRI in collaboration with the Ministry of Labor and Social Affairs and has sub-offices in Dohuk and Suleymaniya. TGH has also been conducting and still developing livelihood activities towards vulnerable returnee households in rural Tilkaif / Hamdaniya districts. More recently TGH have opened sub-offices in Baghdad and in Mosul for the Mosul / Hamdaniya operations and develop further project in Federal Iraq.

## TGH's ongoing and expected interventions

TGH has and is currently implementing Child Protection, Education, Vocational Training and Food Security & Livelihoods programs in KRI (Erbil, Dohuk and Suleymaniya governorates) and in Federal Iraq (Ninewa governorate). TGH is currently expending its activities in Baghdad and Salah Al Din governorates.

- TGH is planning to roll out an institutional support program aiming to build the capacities of Iraq Ministry of Labor and Social Affairs, the Directorates of Social Affairs in Ninewa and Baghdad governorates, as well as a local NGO specialized in Protection. The PM will be in charge of the hereby project.
- TGH has secured funding to roll out a Child Protection and Legal Assistance program in Balad district (Salah Al Din governorate), which will start in February 2018, and which will be implemented from TGH's office in Baghdad and local partner's office in Tikrit.
- Since the beginning of the military operations to retake Mosul and surrounding ISIS-occupied areas, TGH has been providing emergency Child Protection interventions in several IDP camps of Hamdaniya district (Khazer M1, Salamiyah 1, Salamiyah 2 and Nimrud camps) in Ninewa governorate. In spite of progressive returns, camps remain populated and are expected to continue to be so during the first semester of 2019. TGH will therefore pursue its intervention (funding secured until June 2019).
- In 2019, TGH will start the implementation of a food security and livelihood approach in Hamdaniya district, following two consecutive animal health programs conducted in Telafar and Tilkaif districts (Ninewa governorate – funding secured until December 2021).
- In the Kurdistan Region of Iraq, TGH is involved since 2017 in an institutional support program aiming to build the capacities of KRI's Ministry of Labor and Social Affairs, and the 3 Directorates of Social Affairs of Erbil, Dohuk and Suleymaniya governorates.
- Through 2019, TGH will seek other funding opportunities, including in the Child Protection, Protection, Education and Food Security and Livelihood sectors to be implemented from its base in Baghdad, Erbil and Mosul.

## Job description

### **PROJECT: Strengthening Child Protection Case Management systems in Iraq**

Following a 18-month project to build the capacity of the Directorate of Social Affairs (DoSA) / Ministry of Labor and Social Affairs (MoLSA) in KRI (Dohuk, Erbil and Suleymaniya governorates) in 2018, TGH is planning to roll out the approach to Federal Iraq, and more specifically in Baghdad and Ninewa governorates. The Project Manager will supervise the implementation of the following project components:

- Organizational diagnosis of MoLSA Baghdad and DoSA Baghdad and Ninewa, as well a service mapping in both governorates.
- Training and coaching on Child Protection and Case Management of DoSA Case Workers in Ninewa governorate. Similar approach in Baghdad will be decided upon based on the conclusions drawn from the organizational diagnosis.
- Capacity assessment of local NGO based in Baghdad, training and coaching of their Case Worker on Child Protection and Case Management.

She/he will work under the direct supervision of the Base Coordinator in Baghdad, and under the technical supervision of the Program Coordinator based in Erbil. She/he supervises a team of 13 staff.

Strong coordination and exchange of tools, processes and experiences will be conducted with the PM in charge of the Capacity-Building Project in the Kurdistan Region of Iraq.

The position will include regular trips to Mosul to ensure the follow-up of activities in Ninewa governorate, as well as in Erbil (TGH Country Office) for coordination purposes.

### **Project management**

- She/he ensures the proper implementation, supervision, and monitoring of the project activities such as:
  - Organizing and facilitating trainings on child protection concepts, practices, and tools
  - Ensuring the quality of the on-the-job coaching performed by the social workers under his/her supervision
- She/he works closely with TGH Child Protection Unit (especially with the Child Protection Technical Advisor and Trainer) regarding the development of training materials and coaching tools
- She/he assesses the effectiveness of the capacity building throughout the project, using Monitoring & Evaluation tools
- She/he proposes any relevant change of strategy or implementation change if needed
- She/he organizes regular meetings with the Capacity Building Deputy PM and Capacity Building Officers to ensure the good project implementation and coordination among the team

### **Human Resources**

- She/he will be in charge of recruiting the needed staff dedicated to the project, following TGH procedures and in close collaboration with the HR department.
- She/he manages a team (Deputy, officers and social workers) dedicated to the project and based in the 2 Governorates In close collaboration with the Child Protection Technical Advisor, she/he ensures the provision of trainings to the project team.
- She/he ensures a proper follow-up of the staff under her/his supervision and coordinate with the HR department for leaves follow-up, salary, etc.

### **Logistics and administration/finances**

- She/he manages logistical and administrative issues related to the implementation of project activities.
- She/he makes sure that logistical, administrative and financial procedures linked to project implementation are established and alerts her/his superiors if gaps are observed in order that corrective action may be taken.
- She/he ensures budget follow-up, participates actively to dedicated meetings, monitors the efficiency in the implementation of the projects (adequacy between means and resources allocated) and informs the superior in case of gap.
- She/he supports the logistics department for the preparation of the procurement plan and follows the procurement process according to TGH procedures.

### **Internal coordination**

- She/he participates in internal coordination meetings and communicates regularly at Erbil level (by direct presence or through skype) with the Programme Coordinator and Head of Mission.
- She/he communicates with the Programme Coordinator and the technical referent at headquarter level on the project evolution, the technical problems faced, the potential risks and proposed solutions.
- She / he provides monitoring tools and reporting templates to the team to follow-up the project

### **Representation and external coordination**

- She/he ensures the external representation of the project and liaise with the authorities (DoSA/MoLSA) on a monthly basis, as well as with UN Agencies and NGOs (national & international).
- At the request of her/his superiors, she/he represents TGH with donors, partners, local authorities and stakeholders involved in the implementation of other projects.
- She/he regularly attends and actively participates to the dedicated clusters and working groups in the three governorates (Child Protection / Case management).

## Reporting

- She/he participates in writing the monthly, intermediate and final reports for the donor.
- She/he participates in writing any possible/future Child Protection concept note, project proposal, tool, etc

## Communication

- She/he finalises the communication plan for the project.
- She/he provides HQ with photos, success stories (Website, Facebook, Twitter).

## Security

- She/he contributes to efforts aimed at ensuring compliance with safety rules and transmits all information related to safety concerns to her/his line manager.
- She/he ensures the application/respect the security rules and follow-up of the security guidelines

## Security, working and living conditions

There are six bases/offices on the mission, located in Erbil, Baghdad, Nimrud, Mosul, Dohuk and Suleymaniyah.

TGH coordination team is located in Erbil, Kurdistan Region of Iraq. Concerning security, despite the dynamic context in Iraq, the region of KRI is currently safe. Security rules are regularly updated according to the change in context. In Erbil city, there are few restrictions of movement and expatriate staff can easily go out to bazaars, restaurants, sport centers, parks, shopping centers, supermarkets. Trips to the countryside are possible at weekends.

In Ninewa Governorate, the area of operation (Mosul) is located approximately 80 kilometers west of Erbil. Although the situation in terms of security is considered safe enough to physically operate directly, security risks and constraints have been identified and security incidents happen regularly. Staff movement as well as the duration of overnight stay in Mosul is only for short periods. In terms of working and living conditions in Mosul city, an office/guesthouse will be operational with strict security measures in place (TGH security plan).

Security in Baghdad governorate has been more stable in 2018 with few major incidents in comparison to the previous years. Travelling inside Baghdad is allowed by vehicle within certain areas until further assessment is completed, mostly during daytime. The PM will be accommodated within TGH's joint guesthouse/office, located in a secured area where other NGOs are located, near the International Zone.

## Profile

- At least 2 years of humanitarian experience in the field
- Experience as Capacity Building / Child Protection Project Manager strongly desired
- Experience in dealing with public institutions
- Skills in capacity building of authorities and local partners
- Experience in team management
- Very strong organizational skills
- Fluent in English (including good writing skills); Arabic are strong assets. French is desirable
- Computer skills (including Excel, Word, Powerpoint)
- Skills in admin / financial management / logistics
- Excellent interpersonal and diplomatic skills
- Autonomy, rigor and skills for synthesis

## Application

Applicants are invited to send a resume + a cover letter by mail to the following e-mail address: [recrutement@trianglegh.org](mailto:recrutement@trianglegh.org) for the attention of Laure Maynard, Human Resources Officer, mentioning the titled job announcement.