



Generic Terms of Reference

Senior Protection Capacity Advisers in Humanitarian Action

POSITION TITLE	Protection Capacity Adviser (ProCap Adviser)
GRADE	P-5
DURATION	6-12 months
REPORTS TO	The HC

JOB DESCRIPTION

By investing in tailored inter-agency deployments in support of humanitarian operations, the Inter-Agency Protection Standby Capacity Project (ProCap) aims to reinforce leadership, programmes and localization strategies that ensure the centrality of protection in humanitarian operations.

ProCap predictably and rapidly deploys senior protection advisers (SPAs), as inter-agency resources, to reinforce the capacities of the humanitarian system to make protection central to all humanitarian programmes. Senior protection advisers support humanitarian leadership to develop and implement comprehensive protection strategies and clear accountability systems, particularly in situations of internal displacement. They strengthen the interconnections between humanitarian, development and peacebuilding partners to ensure sustainable solutions and capacities.

ProCap is a capacity development project. Its objectives are formulated around enhanced capacities within humanitarian teams. While Senior Advisors may assist in developing specific strategic documents and analysis, their primary aim is strengthening the system of skills and accountabilities that will sustainably place protection at the centre of humanitarian operations. Their task is not to “develop tools” or “coordinate mechanisms”, it is to enable the local humanitarian system to carry out its protection duties. A robust and continued investment is needed to advance the centrality of protection in all aspects of the operational response and to support effective leadership for protection outcomes.

Under the direct supervision of the HC and in close collaboration with the HCT, the SPA works in partnership with the Global Protection Cluster (GPC) and its Areas of Responsibility (AoRs) to improve the effective protection mainstreaming within of humanitarian programmes.

ProCap is guided by and promotes the IASC Policy on Protection in Humanitarian Action (2016), the IASC Centrality of Protection in Humanitarian Action Statement (2013), the Professional Standards for Protection Work (2018), and all relevant IDP frameworks including the IASC Framework on Durable Solutions for Internally Displaced Persons (2010).

The presence of a Senior Protection Adviser is not a replacement for the operations’ own commitment to move forward with protection goals, including the need to ensure humanitarian and other actors have protection advisers available within the operation.



MAIN TASKS

As a senior adviser to the Humanitarian Coordinator (HC) and the Humanitarian Country Team (HCT), the SPA provides leadership, advice and technical support to build the humanitarian team's capacities to fulfil protection commitments¹. This work encompasses the following main areas of work:

1. Strengthen Leadership and Coordination

- 1.1. Engage the HCT, the Inter-Cluster Coordination Group and the clusters/technical working groups to ensure their full understanding and application of the concept of Centrality of Protection.
- 1.2. Provide technical guidance to the Humanitarian Coordinator, the Humanitarian Country Team and national government counterparts to strengthen the accountability framework for protection in humanitarian action (as well as GBV and to tackle specific aspects of protection issues).
- 1.3. Provide advice on and facilitate solutions to the most urgent protection risks and needs of the crisis-affected population.
- 1.4. Establish and maintain linkages between HCT/ICC and other stakeholders to identify areas for potential collaboration on protection.
- 1.5. Support the establishment/strengthening and sustainability of protection coordination mechanisms at the national, regional and local levels.
- 1.6. Support the HCT in strengthening the capacities of governments/regional bodies to develop national/regional protection strategies and/or policies, with a focus on IDP or in mixed migration settings.
- 1.7. Strengthen the capacity of those responsible for establishing and running Prevention of Sexual Exploitation and Abuse (PSEA) mechanisms.

2. Strengthen Information and Analysis

- 2.1. Reinforce inter-sectorial and sectorial humanitarian data collection and analysis mechanisms and tools to capture protection priorities.
- 2.2. Reinforce capacities for the collection and analysis of sex and age-disaggregated data (quantitative and qualitative) and promote the inclusion of gender-based violence dimensions into needs assessment frameworks, including rapid assessments.

3. Strengthen strategy development, monitoring and implementation

- 3.1. Strengthen the capacity of the HCT/ICC and sectors to design, implement and monitor protection-centered programmes
- 3.2. In consultation with all key stakeholders, lead the formulation and development or revision of overarching HCT protection strategies documents and accompanying actions plans, in line with the IASC Policy on Protection in Humanitarian Action.
- 3.3. Promote and develop tools, techniques and guidelines to strengthen the engagement of the Protection Cluster and ICC in the Humanitarian Project Cycle (HPC).
- 3.4. Strengthen the capacity to the humanitarian team to make protection central to the Humanitarian Response Plans (HRP), country-based pooled funds and CERF.

4. Reporting and Knowledge Management (mandatory for all ProCap Advisers)

- 4.1. Develop a baseline assessment following the standard methodology, to define the initial capacity gaps encountered
- 4.2. Develop a work plan with the HC and at least two key members of the HCT, to agree on expected results, timelines, key target for capacity development initiatives and technical and financial resources needed

¹ as articulated in the Humanitarian Coordinator and Cluster Lead Agency Terms of Reference and the TOR for the HCT (2017)



- 4.3. Regularly liaise with the ProCap/GenCap Technical Reference Group to seek advice and draw experience from other roster members
- 4.4. Produce brief narrative reports for the HC/HCT, and the Advisory Group with clear recommended actions and interventions.
- 4.5. Report on relevance, effectiveness and impact of the deployment, lessons learned and other findings as per the standard reporting tool.
- 4.6. Be available to share experience and learning with other Senior Advisors, actively collaborating in the project's knowledge sharing initiatives