

DELEGATE PROFILE

PROTECTION, GENDER AND INCLUSION DELEGATE



PROFILE OVERVIEW

Australian Red Cross deploys Protection, Gender and Inclusion (PGI) delegates to respond to disaster, crisis and recovery operations around the globe. The PGI profile broadly addresses PGI mainstreaming in emergency and recovery operations; and specific programming around child protection, Sexual and Gender Based Violence (SGBV), disability support, migration and International Humanitarian Law (IHL). Recent examples of Australian Red Cross PGI Delegates playing a key role in disaster and crisis operations are the European Migration and Nepal Earthquake operations.

The overall role of the PGI Delegate is as follows:

- Assessment of PGI risks, vulnerabilities, needs and capacities within the affected community
- In line with assessment findings, the design, planning and integration of PGI tools, practices and programs across multi-sectoral operations from the relief phase through to recovery.
- Act as a PGI technical focal point across all sectors in the humanitarian operation, and provide technical support to specific protection risks and incidents.

KEY RESPONSIBILITIES

- Participate in or advise multi-sectoral community assessments to ensure that PGI information vital to the context and operation is collected sensitively and safely, analysed and findings are documented securely.
- Design strategies and programs in line with assessment findings and tailored to reach the specific needs of a particular group or groups (ie disability support, GBV response, healthcare, MNCH, or others) whilst integrating effectively with other sectors and existing capacities.
- Work with broader Red Cross and Red Crescent (RCRC) operation to ensure there are sufficient safe spaces for more vulnerable individuals and groups in the population such as children and older persons; particularly in operations where temporary settlements and evacuation centres are a key component.
- Coordinate with local government, UN, international and local non-government organisations, and participate in protection and gender working groups as appropriate to share information, coordinate service provision, establish referral pathways and ultimately work towards a PGI network that holistically addresses protection risks and needs within the population without gaps or overlaps.
- Understand and utilise community practices, groups and information sharing methods in order to design effective information dissemination tools, reporting systems; and ensure a safe approach to community communications by the broader operations team that encourages community feedback and sharing of information.
- Advise on, and support the development and use of incident management, reporting and case management systems and tools for the operations team. Ensuring that systems and tools developed are fit for purpose and context.
- Design and facilitate training and provide capacity building to RCRC staff, volunteers and community members to support the mitigation of PGI risks in the operational environment; and to better prepare for future disasters and crises.

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- Undertake regular monitoring and provide reporting on the changing operational context and the protection risks to ensure that prevention, mitigation and response are targeted and adapted to the changing context, risks and needs.
- Report and advocate for PGI issues with key stakeholders internal and external to the RCRC movement to ensure appropriate awareness of PGI issues, their ramifications and how RCRC teams are responding to PGI risks and needs.
- Document and share lessons learned, smart practices and other useful findings with Regional RCRC PGI staff for the continued strengthening of RCRC's capacity to respond to PGI risks and needs globally.

KEY CRITERIA

- Academic qualification or equivalent professional training in community development, social work, legal and human rights, social science, public health or other related field.
- At least 5 years international experience working on protection, human rights, or gender issues with minimum 1 year experience working in disaster and/or crisis environments.
- Demonstrated experience in applying humanitarian protection standards and guidelines in a range of contexts.
- Strong ability to incorporate PGI related systems and processes into operations and programs, taking into account the context and low resource environments
- Excellent communication and listening skills with demonstrated experience in tailoring approach to fit the context and audience, at both a group and 1:1 level.
- Experience in supporting staff and volunteers in resilience and self care when working in difficult protection contexts.
- Experience in developing and delivering training courses.
- Well developed ability to analyse situations and prioritise/ make decisions accordingly.
- Strong skills in assessment and analysis
- Extremely flexible and adaptable, at ease in ambiguous high intensity environments.
- Culturally competent with excellent ability to work effectively as part of multicultural teams and engage in a respectful, considerate manner with local staff and communities.

To see more about IFRC's PGI work (in this instance, specifically migration) see here: <http://www.ifrc.org/en/what-we-do/migration/>