

Protection Technical Lead | Uganda

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Company: ALIGHT

Location: Kampala

Category: architecture-and-engineering

Protection Technical Lead | Uganda

Reports to Head of Programs | Full time | April 2024

Hello Hello! Alight is recruiting a Protection Technical Lead for our program in Uganda. So, you are interested in joining us. Welcome, we are happy you're here.

Alight (formerly American Refugee Committee) provides health care and clean water, shelter, protection, and economic opportunity to more than 3.5 million people in 20 countries each year.

ALIGHT is and always has been about amazing global citizens taking action to change our world. Today, we're facing challenging global humanitarian crises that require 21st Century solutions. But we've found that co-creating together with impassioned, dedicated people, limited only by their own imaginations, remains the key to designing new solutions that resonate. We still believe that Alight should exist, first and foremost, as a platform for realizing the goodwill of everyday people – people from Sweden to Somalia, Minnesota to Malaysia, and Uganda to the .

When you join us, you'll find...

A team with deep experience in co-designing solutions that create new value around the world. We know we need to always be better, and we believe in the power and abundance of everyday people, everywhere, to change the world with us.

A culture of radical accountability to our customers – as we help build a meaningful life for and with the displaced, we ask them what they want and then deliver on it.

An organization that refuses to settle for anything less than delivering human-worthy services.

If you believe in an abundant world full of amazing people who want to help; in the simple

human justice to build a life; and in doing a better thing, then read on!

What we do in Uganda

Alight Uganda works with its partners and constituencies to provide opportunities and expertise to refugees, displaced people and host communities – to better survive conflicts and crisis, and to rebuild lives of dignity, health, security and self-sufficiency. Alight has consistently operated in Uganda since 1994, and today has a strong and committed team of over three hundred personnel who include full time staff and temporary workers, and hundreds of community volunteers – implementing programs in Protection, GBV, Child Protection, Community Based Protection, Legal assistance, MHPSS, Water, Sanitation and Hygiene, Shelter and general Infrastructure, Clean Energy, and Livelihoods/Economic Resilience. Our work in Uganda currently covers six refugee settlements and five transit centers including border points and their generous Ugandan-host communities. And we are always looking to deepen our work and, jointly with our partners, offer lasting impact with and for the communities we serve!

About the Role

The Protection Technical Lead will provide overall strategic direction and management for the integrated protection program in Uganda. S/he is mainly responsible for providing technical support, supervision, and capacity building and mentorship of the protection team.

Working with the Head of Programs and sector leads S/he will lead in developing standard operating procedures for prevention and response to GBV and Child Protection services, conduct needs assessments and provide technical input for the design of prevention and response to GBV and Child Protection program proposals that can be funded by key donors. The Protection Technical Lead will also be expected to monitor the quality of Child Protection and prevention and response to GBV implementation in the field, report on activities carried out and provide strategies to address challenges during implementation. S/he will lead on designing a comprehensive implementation plan for integrated protection approach, including but not limited to Women's Protection and Empowerment, Child Protection, GBV Legal support, Mental Health and Psychosocial Support and Community Based Protection. The Protection Technical Lead will have the main responsibility for the development of the technical team and strategic partner relationships; for ensuring effective collaboration and integration among Alight teams and with partners based on principles of equality, transparency, responsibility, and complementarity; and for ensuring that ongoing technical capacity strengthening of the Protection team and support to partners, effectively

addresses their priority needs. The Protection Technical Lead will represent Alight at various strategic levels ensuring visibility of Alight and demonstrate highest level of competency and understanding of the Protection environment specifically for Child Protection, prevention and response to GBV and Community based protection.

The key areas of responsibility will include.

Protection programme strategy and development

Quality Assurance and technical expertise

Capacity strengthening of protection staff.

Business Development

Partnerships and representation

Major Responsibilities:

Protection Programme Strategy and Development

Provide overall leadership and management to Alight Uganda Protection programmes and portfolio growth, identifying value opportunities and establishing new strategic donors and Partnerships.

Lead in the design of and implementation of Alight Uganda Protection programming, providing technical guidance ensuring alignment with country strategy regional and global strategies and priorities for programmes quality.

Coordinate with protection managers in strategic program design and the implementation of multi donor integrated protection projects including Child Protection, prevention and response to GBV, Legal, MHPSS and Community Based Protection

Lead country teams in delivering quality protection and case management services by developing and/or improving Standard Operating Procedures (SOPs) and tools for all Protection programming.

Provide oversight, guidance, and leadership on all aspects of protection programmes design, development, compliance, and quality assurance.

As Lead Implementing partner for UNHCR refugee response in Southwest Uganda, provide compliance oversight accountability mechanism including PSEA prevention and safeguarding

as focal point for programme teams. In collaboration with Protection team members and the Senior Management Team, develop and implement Child protection and GBV prevention and response interventions that adhere to inter agency standards.

Lead on developing Child Protection and GBV prevention and response plans and master budgets and contribute to Alight's overall refugee response strategy.

Engage teams to ensure gender and protection mainstreaming is accounted for in all programming.

Lead in the management of the protection technical team to ensure responsible delivery of their respective pillars.

Working closely with other sector leads, ensure Alight's ongoing integrated protection program reflects standards for best practice, quality, and innovation, and are responsive and adapted based on monitoring data to ensure implementation modalities remain context- and need-appropriate.

Liaise with Global Technical Unit advisors to ensure relevant support, tools and resources are being provided and integrated into programming.

Protection programme implementation and quality

Provide oversight, guidance, and leadership on all aspects of Programme design, development, and quality assurance.

Provide technical and implementation oversight for CP and GBV programmes ensuring teams adherence to inter agency minimum standards for CP and GBV cases management.

In close collaboration with the MEL Team, ensure the implementation of effective and participatory Monitoring, Evaluation, Accountability and Learning strategies at all levels of the country Protection programme, including through the systematic documentation, and sharing of lessons learnt.

Develop TORS for quality programme intervention and ALIGHT SOPS to ensure survivors receive timely confidential case management and referrals.

Ensure smooth management and integration of Protection leads' work plans and budgets (budget forecasting, development of spending plans and budget follow-up), and accurate

reporting in accordance with Alight and donor regulations.

Conduct regular technical support visits to teams to check on implementation quality and adherence to standards.

Protection Programme Design for Business Development

In collaboration with the Head of Programmes and Donor Engagement Lead, take the lead in timely development of quality integrated protection proposals and concept notes ensuring proposals are in line with Alight's Strategic Plan, Country Refugee Response Plan, and Sector Strategies and Priorities.

Working with the Head of Programmes and the Finance Manager, ensure effective and transparent budgeting, planning, and follow-up in compliance with policies and priorities as well as donor rules and regulations.

Work collaboratively with protection staff at field level in the development and design of protection interventions and activities in line with interagency standards and sector strategies and priorities; and in line with contextual and community needs.

Deliver protection components in grants opening, review, and closure meetings.

Ensure quality control of all protection donor reports and authorize the submissions.

Staff Performance Management, Learning & Development:

Proactively lead team structure review and restructure for effective delivery of protection outcomes

Technically manage and supervise the Protection Managers and GBV, Child Protection and Legal Officers, and Managers and ensure that they have clear and realistic performance-based management goals.

Supervise, and build the capacity of Protection team members in relevant technical and management competencies.

Coach, train, supervise and mentor direct-report staff, including communicating clear expectations, setting annual performance objectives, providing regular and timely positive and constructive performance feedback, and providing documented mid-year and annual performance reviews.

Participate in the objective setting and mid-year and annual performance reviews of technical protection staff.

Maintain open and professional relations with team members, promoting a strong team spirit and providing oversight and guidance to enable staff to successfully perform in their positions.

Hold high-quality meetings with each direct report on a regular and predictable basis, at least monthly.

As required identify staff performance issues and work with Human Resources to document and address these in accordance with the National Staff Employment Policies.

In collaboration with Human Resources, promote and monitor staff care and well-being. Model healthy work-life balance practices. Support appropriate interventions in response to identified staff care needs of both national and international staff.

Look for opportunities to support staff in their career growth, where appropriate. As part of succession plan and nationalization goals, identify, train and develop capability and capacity of national staff to successfully transition role and responsibilities, by the end of assignment.

Adhere to and act in accordance with the Alight HR Policies and Procedures and communicates through word and example a high standard of compliance with all applicable policies and regulations.

Representation, Coordination & Stakeholder management:

Responsible for liaison/representation with key protection sector coordination, local authorities and UN agencies and maintain agreed profile of Alight at country level.

Advocate about Alight protection programme in Uganda with government, donors, and humanitarian stakeholders, in cluster meetings, workshops, and in other relevant fora.

Conduct regular stakeholder analyses donor mapping to ensure that ALIGHT has good understanding of dynamics/ relationships and establish Strategic Partnerships

Represent Alight at protection national level task force, working groups and other interagency fora.

Ensure effective, collaborative protection partnerships with other organizations that result in more effective, responsive and durable assistance that reaches more people.

Key Working Relationships:

Position Directly Reports to: Head of Programmes.

Indirect Reporting: Global Technical Advisors, Executive Director

Position Directly Supervises: GBV Technical Coordinator, Child Protection Technical Coordinator

Key Internal and External Contacts:

Internal: Business Development and Grants, MEL Departments, Creative Department, Area Coordinators, Site Leads / Head of Offices, Executive Director, Logistics and Supply Chain, Finance, HR Lead

External: Protection Working Group/Cluster bodies, Peer and partner agencies, Donors

Job Requirements:

Education:

Master's degree in international development, law, human rights, social work or a related field.

Work Experience:

A minimum of 7 years' professional humanitarian/development experience, including specific experience in protection programming (inclusive of general protection, Gender Based Violence, women's protection and empowerment and/or child protection) in emergency or post conflict settings.

A minimum of 5 years program and team management experience; preferably in humanitarian setting

Demonstrated experience using international human rights standards in protection programming.

Prior experience working in remote-management situations preferred.

Prior experience in East Africa and Refugee Response is preferred.

Demonstrated Technical Skills:

Strong Protection expertise and skills, particularly in Child Protection and/ or Prevention and Response to GBV (desirable is strong technical expertise in both protection areas)

Strong program/technical management skills, planning, reporting, monitoring and evaluation skills.

Strong written skills in articulation of protection technical sectors, strategies and approaches

Strong oral communication skills, effective in representation and liaison with external parties.

INGO experience required; experience working with the interagency coordination mechanisms desirable.

Strong technical and operational knowledge of Protection programming in refugee response context.

Proven experience in implementing programs under grants, including high quality donor reporting and proposal development; experience of US Govt (BPRM, USAID, BHA/OFDA) and UNHCR Funding required. Other government, UN, and private/foundation is a plus.

Proven experience in designing and delivering capacity-building activities.

Demonstrated Managerial/Leadership Competencies:

Excellent relationship-building, interpersonal skills and the ability to effectively represent Alight at forums and with donors.

Strong negotiation skills essential with experience in conflict resolution desirable

Strong leadership skills, proven experience in strategic planning, overseeing large programs and ability to effect and manage change effectively.

Direct knowledge of how to run a quality Program team that respects Do No Harm, protection and gender mainstreaming, evidence-based outputs, and effective program budget development and implementation.

Superior oral and written communication skills, with ability to express ideas and concepts clearly and persuasively with senior internal and external stakeholders.

Experience of working successfully with local stakeholders such as local and international NGOs, government, etc. with sensitivity and diplomacy.

Proven ability to design and lead training engagements with staff and partners to enhance skills and adapt to changing program demands.

Mature and structured approach to team management and project delivery.

Positive attitude to work, self-reflective, motivated, inspired, collegial.

Proven ability to work well in and promote teamwork, thrive in a multi-cultural environment, be flexible and handle pressure with professional grace.

Languages:

Professional fluency in spoken and written English is required.

Computer/Other Tech Requirements:

Excellent computer skills and full professional competency in Microsoft Office Suite, especially Word, Excel, Outlook, and PowerPoint.

Benefits

Borderless Team of 2,500 staff worldwide that sees possibility, celebrates moments of abundance, shares new ideas, and strives to do a better thing every day.

Learning & Development – Access thousands of free online learning courses to take at your own pace and tailor to your professional goals.

Health, dental, and MedEvac Insurance – We strive to offer the best-in-class healthcare plans to our staff each year. We cover 100% of the cost for your health premium and 75% of the cost for coverage for your spouse/dependents.

Retirement – We contribute 6% of your salary regardless of your contribution amount, after one year of service.

Generous Leave Time – Between vacation days, personal leave days, and holidays, you have ample opportunity to take time off when you need it.

Who We Are

We are on a journey to build Alight, a new platform of amazing people and organizations providing lifesaving services and creating breakthrough solutions for and with the displaced.

Alight is an Equal Opportunity Employer offering employment without regard to race, color, religion, gender, sexual orientation, gender identity, age, national origin, citizenship, physical or mental disability, or protected veteran status. Alight complies with all applicable laws governing nondiscrimination in employment.

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