



Rapid Response Role Profile

Job Title	Protection, Gender and Inclusion (PGI) Officer
Classification Level	
Immediate Supervisor's Title	PGI Coordinator/ Operations Manager / Deputy Operations Manager
Number of Direct Reports (if applicable)	
Number of Indirect Reports (if applicable)	

Organizational context (where the job is located in the Organization)

The International Federation of Red Cross and Red Crescent Societies (IFRC) is the world's largest volunteer-based humanitarian network. IFRC is a membership organisation established by and comprised of its member National Red Cross and Red Crescent Societies. Along with National Societies and the International Committee of the Red Cross (ICRC), the IFRC is part of the International Red Cross and Red Crescent Movement. IFRC's headquarters is in Geneva, with regional and country offices throughout the world.

Due to the nature of emergency response operations, this role profile is an outline of the likely responsibilities applicable to Protection, Gender and Inclusion (PGI) Officer deployed in an IFRC co-ordinated operation. The role profile is complementary to and should be read in conjunction with the specific tasks elaborated in the Deployment Order / Terms of Reference.

Job purpose

The PGI Officer will support National Society and IFRC operations teams to enhance the impact, reach and efficiency of emergency response operations through implementing PGI activities and approaches. This includes PGI mainstreaming, programme management, staff support and training, and strengthening community relationships. The PGI officer provides operational capacity to identify protection risks including child protection and sexual and gender-based violence and take action to prevent, mitigate and respond to violence, exploitation and abuse, including appropriate reporting and referral mechanisms

Role (Job Requirements)

Job duties and responsibilities

1. Support and advocate for the operation to collect and analyse sex, age and disability disaggregated data.
2. Work with sector leads to ensure the specific needs, vulnerabilities and capacities of the affected population (including gender, age, disability, health, legal and social status) inform the design and implementation of relief and recovery programs, including emergency appeal and plans of action.
3. Conduct assessments to identify specific PGI related concerns, risks, needs and capacities of persons of all gender identities, ages, disabilities and backgrounds in coordination with other relevant protection actors.
4. Support multi-sectoral needs assessments to ensure that PGI related information is collected sensitively and safely, analysed and findings are documented securely.
5. Work with sector leads to ensure that all programmes and operations in the response are implemented in accordance with the Red Cross and Red Crescents Minimum Standards for Protection, Gender and Inclusion in Emergencies and the response promotes the dignity, access, participation and safety of women, men, girls and boys.
6. Deliver capacity building activities for Red Cross Red Crescent staff, volunteers and community members: build understanding and ownership of PGI, support the implementation of the PGI Minimum Standards, reduce PGI risks in the operational environment, and build sustainable local capacity.
7. In coordination with other agencies, map and disseminate protection referral pathways.

8. Work with broader Red Cross Red Crescent (RCRC) operation to ensure more vulnerable individuals and groups in the population have access to safe spaces, particularly in operations where temporary settlements and evacuation centres are a key component.
9. 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.
10. 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.
11. 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.

Duties applicable to all staff

1.	Actively work towards the achievement of the Federation Secretariat's goals
2.	Abide by and work in accordance with the Red Cross and Red Crescent principles
3.	Perform any other work-related duties and responsibilities that may be assigned by the line manager

Profile (Position Requirements)

Education	Required	Preferred
Undergraduate degree or equivalent professional training in community development, social work, legal and human rights, social science, public health or another related field.		⊙
Experience	Required	Preferred
2 years of experience in a PGI related role	⊙	
Previous professional experience in an emergency response setting		⊙
Demonstrated professional experience in an organization within the Red Cross and Red Crescent Movement, or in an international organization or NGO	⊙	
Demonstrated experience in applying humanitarian protection/gender/accessibility standards and guidelines in a range of contexts.	⊙	
Experience in supporting staff and volunteers in resilience and self-care when working in difficult protection contexts.		⊙
Experience in developing and delivering training courses.	⊙	
Knowledge & Skills	Required	Preferred
Basic understanding of PGI issues in emergencies contexts	⊙	
Strong ability to incorporate PGI related systems and processes into operations and programs, taking into account the context and low resource environments	⊙	

Core Competencies	Tier 1	Tier 2	Tier 3
Movement context, principles and values	⊙		
National Society Capacity Strengthening	⊙		
Coordination	⊙		
Assessment	⊙		
Direction Setting and Quality Programme Management	⊙		
Information Management	⊙		
Resource Management	⊙		
Safety and Security	⊙		
Transition and Recovery	⊙		
Community engagement and accountability	⊙		
Protection, Gender and Inclusion			⊙
Environmental Sustainability	⊙		
Collaboration and teamwork	⊙		
Conflict Management	⊙		
Interpersonal Communication	⊙		
Cultural awareness			⊙
Judgement and decision making	⊙		
Motivating Others	⊙		
Personal resilience	⊙		
Integrity	⊙		

Technical Competencies	Tier 1	Tier 2
Advocacy	⊙	
Awareness Raising	⊙	
Information security	⊙	
Referral Pathways	⊙	
Mainstreaming	⊙	

Legal Frameworks	<input checked="" type="radio"/>	
Gender and Diversity Analysis	<input checked="" type="radio"/>	
Disability Inclusion	<input checked="" type="radio"/>	
Child Protection	<input checked="" type="radio"/>	
Sexual and Gender-based Violence Prevention and Response	<input checked="" type="radio"/>	
Prevention and Response to Sexual Exploitation and Abuse	<input checked="" type="radio"/>	
Humanitarian Diplomacy	<input checked="" type="radio"/>	

Languages	Required	Preferred
Fluently spoken and written English	<input checked="" type="radio"/>	
Good command of another IFRC official language (French, Spanish or Arabic)		<input checked="" type="radio"/>
Other languages:		