



Rapid Response Role Profile

Job Title	Civil-Military Relations (CMR) Coordinator
Classification Level	
Immediate Supervisor's Title	Head of Emergency Operations/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 Civil-Military Relations Coordinator, deployed in a Federation co-ordinated operation. They are complementary to and should be read in conjunction with the specific tasks elaborated in the Deployment Order / Terms of Reference.

Job purpose

The Civil-Military Relations (CMR) Coordinator will advise and support Movement components on their interactions with armed actors and as required directly engage armed actors to ensure an effective and principled response that preserves the RCRC Movement's Red Pillar space.

Role (Job Requirements)

Job duties and responsibilities

1. Provide CMR advice to the operational leadership and to Movement Components engaged in emergency response.
2. Promote and ensure adherence to applicable CMR policies¹ and CMR Global Handbook in emergency operations. Advise of potential consequences if Fundamental Principles are compromised.
3. CMR duties when IFRC is the lead agency in an operation:
 - Maintain up to date mapping, assessment and analysis of CMR stakeholders and share within the Movement as appropriate
 - Develop a common approach to CMR within emergency area
 - Engage with and if required establish local CMR platforms to coordinate the common Movement CMR approach within area of operation, including where appropriate participation of Movement staff from country, region, neighboring countries or troop/MCDA contributing countries.
 - Draft, disseminate and ensure understand including through training, CMR operational and practical guidance and tools for use within the emergency area
 - Develop, maintain and expand channels of communication with armed actors on issues related to use of Military and Civil Defense Assets (MCDA), protection of civilians, Red Pillar space/humanitarian access and other topics where armed actors are stakeholders,
 - Collate and share locations of humanitarian facilities and missions in accordance with Red Pillar humanitarian notification procedures
 - Act as a Movement "CMR Representative" for outreach opportunities to armed actors and other humanitarian actors, communicating Movement identity, Fundamental Principles, roles, response mechanisms and coordination approach in workshops, seminars, trainings etc

¹ 2005 Council of Delegates, Resolution 7, "Guidance document on relations between the components of the Movement and military bodies" and 2015 International Conference, Resolution 7, "Principles and Rules for Red Cross and Red Crescent Humanitarian Assistance"

4. CMR duties when IFRC is the supporting agency in an operation;
 - Provide support to and liaise with CMR Coordinator of the lead agency
 - Contribute to mapping of CMR stakeholders including potential channels of communication
 - Support development of common approach to CMR within emergency area
 - Participate in local CMR platforms
 - Assist in drafting, disseminating and ensure understanding of country or regional level CMR operational and practical guidance and tools for use within the emergency area
 - Share details of and support outreach opportunities
5. Maintain contact with other humanitarian organisations liaising with armed actors and where appropriate participate in civil-military/humanitarian access coordination fora and meetings.
6. Contribute to the Red Cross and Red Crescent Movement CMR network including the collation and sharing of CMR related information.
7. Transfer knowledge to and enhance capacity of the National Society in the country.
8. Guide the HNS in its interaction with the domestic Military Bodies.
9. Conduct training of CMR to improve awareness and knowledge across deployed elements, including mentoring if required
10. Provide feedback and lessons learnt for inclusion in future development of guidance, tools and training.

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 (Law, International Relations, Political Science, International Security or similar field of study), degree from Military/Police Academy or equivalent experience	⊙	
Movement CMR Expert Course		⊙
Experience	Required	Preferred
3 years of experience working for RCRC Movement or other humanitarian organisations	⊙	
Experience in field of civil-military relations or civil-military coordination		⊙
Experience in military/police/security forces		⊙
Experience in emergency response	⊙	
Knowledge & Skills	Required	Preferred
Analytical and written and verbal communication skills	⊙	
Ability to negotiate with varying partners, primarily armed actors	⊙	
Ability to work under pressure in volatile, complex and time bound circumstances	⊙	
Experience in use of IT platforms and means of emergency communication	⊙	

Core Competencies	Tier 1	Tier 2	Tier 3
Movement context, principles and values			⊙
The Movement in the humanitarian sector			⊙
Coordination			⊙
Assessment		⊙	
Programme management & reporting	⊙		
Information management			⊙
Resource management	⊙		
Direction setting and operational objectives		⊙	
Safety and security			⊙
Community engagement and accountability		⊙	
Protection, gender and inclusion		⊙	
Environmental sustainability	⊙		
Collaboration and teamwork		⊙	
Conflict management			⊙
Interpersonal communication			⊙
Cultural awareness			⊙
Judgement and decision making		⊙	
Motivation			⊙
Personal resilience	⊙		
Integrity			⊙

Languages	Required	Preferred
Fluently spoken and written English	⊙	
Good command of another IFRC official language (French, Spanish or Arabic)		⊙
Other languages:		