

National Protection Manager - Kyiv, Ukraine

The Protection Manager under the supervision and management of the Head of Programmes, will provide overall leadership as well as strategic, technical, operational, administrative, and logistical oversight and management of the programme. They will lead efforts to develop and implement strategies for protection activities including Mental Health and Psychological Support and GBV prevention, response, and risk mitigation, ensuring that survivors have access to safe, age appropriate, confidential, and high-quality services. The Protection Manager will be responsible for the day-to-day implementation and coordination of DCA's protection activities in Ukraine including but not limited to ensuring that DCA's protection policies and procedures are followed and implemented consistently. They will also facilitate trainings and workshops and liaise with partners and other stakeholders on a regular basis.

This position requires strong leadership, program management expertise, and an in-depth understanding of GBV, MHPSS and protection mainstreaming and broader protection frameworks in Ukraine.

Regardless of the content of this job description the employee is expected to participate in any task necessary for the organization always delegated by the manager.

MAIN RESPONSIBILITIES

- Provide overall leadership, supervision, and technical guidance to the protection team, fostering a strong team spirit, continuous learning, and leadership development, while closely collaborating with other teams in the organisation.
- Contribute to the implementation of MHPSS and GBV strategies, including working with local organizations, women right's groups, and other community groups to develop processes and advocate for MHPSS and GBV services and prevention.
- Develop and implement fundraising strategies to secure donations, grants and investments for GBV and Protection programming.
- Conduct ongoing assessments to identify gender and mental health needs in target communities, ensuring responsive and adaptive programming
- Lead the design, implementation, and coordination of MHPSS and GBV prevention and response activities across all program areas, ensuring alignment with donor priorities and international best practices.
- Initiate recruitment and capacity building of national staff incl. from partners, and other relevant stakeholders on GBV and MHPSS, including the development and delivery of a capacity building plan for staff and partners on GBV and MHPSS.
- Develop and deliver training sessions for program staff, government partners, and community stakeholders on GBV prevention, MHPSS, case management, and survivor-centered responses.
- Supporting the overall country program portfolio to ensure protection risk analysis and mainstreaming is at the center of project design and decision making.
- Establish and maintain regular and collaborative relations with relevant stakeholders (partners, donors, focal points at DCA and NCA Head Office, other organizations, local authorities, institutions, community groups, etc.) to ensure coordination, avoid duplication, and strengthen the referral network.
- Participate and represent the Joint Country Program in relevant clusters, working groups and sectoral coordination meetings leading and contributing to protection assessments in collaboration with other DCA teams as well as inter-agency initiatives.
- Review partner reports and create and regularly update reports from partner activities.
- Monitor overall budget consumption with respect to donors' constraints.
- Submit timely project reports (monthly) including quantitative and qualitative data to the upper management.

- Ensure that partner organisations are implementing and reporting on quality MHPSS/GBV programs.
- Effective day to day management of protection team members, supporting them to set objectives and workplans while providing appropriate and timely feedback regarding performance.
- Ensure GBV and MHPSS interventions are implemented in a timely manner, are evidence-based, and underpinned by sound MEAL and quality assurance procedures, developing clear SOPs and training/backstopping staff/partners accordingly.
- Oversee robust MEAL systems, ensuring data collection, analysis, and reporting align with GBV Information Management System (GBVIMS) standards.
- Able to regularly travel to different partners in various locations in Ukraine.

REQUIREMENTS

Education: Master's degree in psychology, sociology, social work, project management or any related field

Working experience: Minimum 7 years of relevant sector experience, including at least 3 years in a managerial or advisory role

Expertise: Protection/GBV/MHPSS programming, project management, protection risk analyses

Field: Humanitarian (including familiarity with sector standards and humanitarian architecture), social, governmental

Language: Ukrainian and English

PERSONAL QUALITIES

- Demonstrated ability to cultivate relationships and collaborate with a variety of stakeholders including, Government departments, donors, the private sector, and community-based institutions.
- Excellent communication, analytical, and problem-solving skills.
- Exceptional cooperative skills, seeing strengths as well as opportunities in colleagues within and beyond own department, and partners.
- Ability to listen and build trust while at the same time establish a clear direction and motivate others.
- Strong organisation and management skills, including financial management, allowing the programme to be designed and implemented in a meaningful, coherent, efficient and timely manner.
- Excellent IT skills (Word, Outlook, Excel, PowerPoint).
- Ability to manage a large and varied workload, work under pressure and meet deadlines.

All interested candidates irrespective of age, gender, race, religion, sexual orientation, abilities or ethnic affiliation are encouraged to apply for the vacancy. DCA conducts an anti-terror check as part of the recruitment process. It is a prerequisite that you can pass this check and maintain this status throughout your employment with us. Everyone applying for a job with DCA must be ready to comply with our Code of Conduct, Staff Policy on Prevention of Sexual Exploitation, Abuse and Harassment and our Child Safeguarding Policy.