



Terms of reference

Protection expert

Project #: SYR 1692

Project title: Empowering Syrian Communities: Capacity Building Initiatives for Local NGOs and CBOs

Background and Context:

Dorcias plans to provide capacity building for local NGOs and CBOs based in Aleppo under this project. The initiative is based on findings from the Multi-Sector Needs Assessment (MSNA) conducted in October 2023, which identified significant capacity gaps among local NGOs, particularly in the areas of livelihood, protection, and mental health. The MSNA also recommended strengthening the capacity of local actors to provide comprehensive support services. By enhancing the skills of local actors, including community leaders, healthcare providers, and frontline employees, through training and sensitization programs, this project aims to contribute significantly to effective prevention and response efforts.

Location: The training will be conducted in the Syrian territory Aleppo Governorate.

Dates: The training will take place during the month of August 2024 (dates to be defined)

The trainer will ensure that protection remains a core priority in humanitarian action. The training will emphasize placing the rights of all people affected by humanitarian crises at the center of humanitarian action.

1. Objectives of the assignment:

The primary objective of this assignment is to provide comprehensive training and capacity building for local NGOs and CBOs to strengthen their ability to deliver protection services effectively. The Protection Expert will ensure that the rights of all individuals affected by humanitarian crises are at the center of humanitarian efforts.

- To enhance understanding of protection principles in humanitarian contexts
- To develop skills in implementing community-based protection (CBP) approaches
- To improve capacity for protection mainstreaming in humanitarian programs
- To strengthen the ability of local organizations to contribute to collective protection outcomes

2. Key Topics to be Covered:

- Fundamentals of protection in humanitarian action
- Community-Based Protection (CBP) principles and practices
- Protection mainstreaming techniques
- Safe identification and referrals
- Safeguarding and protection from sexual abuse

3. Scope of Work

The Protection Expert will:

- Design and deliver training programs focused on protection principles and best practices.
- Develop training materials and resources tailored to the needs of local NGOs and CBOs.
- Provide ongoing support and mentorship to trainees to ensure the sustainability of capacity-building efforts.
- Monitor and evaluate the effectiveness of the training programs and make necessary adjustments.

4. Deliverables

The Protection Expert will be responsible for the following deliverables:

- Training program curriculum and materials.
- A series of capacity-building workshops and sensitization sessions.
- A report on the training sessions, including participant attendance, feedback and recommendations for future training.
- Ongoing support and mentorship plan for trainees.
- Monitoring and evaluation report on the effectiveness of the training programs.
- Coaching sessions for 2 consecutive months after the training, and a detailed report after each session

5. Methodology:

The trainer should use a mix of participatory and interactive methods, including:

- Lectures and presentations
- Case studies and scenario-based learning
- Group discussions and problem-solving exercises
- Practical field-based activities (if possible)

6. Target Audience:

Staff from local organizations involved in humanitarian response, including program managers, field officers, social workers, PSS workers and frontliners.

7. Duration of the assignment:

The assignment is expected to last for 3-5 days, starting from (To be defined) to (to be defined) . We expect the trainer to have flexibility regarding the schedule and duration of the training sessions to accommodate the needs of the local NGOs and CBOs.

The training program could range from 3-5 days, depending on the identified needs.

8. Qualifications of the Trainer:

- Extensive experience in protection work in humanitarian contexts
- Strong knowledge of international protection standards and frameworks and in humanitarian settings.
- Experience in capacity building and training delivery
- Familiarity with the local context and protection challenges
- Excellent communication and facilitation skills
- Ability to work effectively with diverse groups and in challenging environments.
- A degree in social sciences, social work, human rights, or a related field is a plus.
- Languages : English and Arabic

9. Reporting

The Protection Expert will provide a report to Dorcas focal point and will work closely with the project team and local partners.

10. Application Process

Interested candidates should submit their CV, a cover letter, and references to office@lebanon.dorcas.org by July 30, 2024 deadline

This TOR framework provides a comprehensive outline for a protection training program tailored to local organizations in a humanitarian context. The trainer should be prepared to adapt the content to the specific needs and context of the participating organizations, ensuring relevance and practical applicability