

Sanad for Alternative Parental Care Protection Manager

ABOUT SANAD	<p>Sanad for Alternative Parental Care is a non-profit organization, yet acts as a social enterprise, is registered under the ministry of social solidarity (MOSS) since 2008.</p> <p>Our vision: a world where orphans shapes their future.</p> <p>Our mission: strengthening the alternative parental care system through standardization, research, certified training, and advocacy, so that every orphan to realize his uniqueness and potentiality.</p> <p>Since its foundation, Sanad has been introducing innovative solutions based on a transformation approach to reform orphanage care in Egypt and ensure a better future for children and youth raised in care homes. Yet, in 2016, Sanad extended its efforts to include another form of alternative care which is foster/alternative families (Kafala) by joining the higher committee of alternative families at moss. Sanad created a breakthrough in the field of orphans care by developing quality standards for alternative care within care homes for children and youth without parental care and advocating for mandating these standards nationwide which was accredited and mandated by the ministry of social solidarity in June 2014.</p> <p>Sanad’s projects and programs are driven from its long-term strategic objectives (2017-2024):</p> <ol style="list-style-type: none"> 1. Developing the quality of family and semi-family care for children and youth without parental care. 2. Empowering caregivers of children and youth to provide family- based care. 3. Enabling youth without parental care economically and socially to successfully transition to independency. 4. Developing monitoring and evaluation mechanisms for the alternative care system to sustain the quality of care. 5. Building strategic partnerships to create an enabling environment for children and youth without parental care. <p>Sanad was recognized as one of the best six practices worldwide to improve the living environment by Dubai international award, was selected as the best project under the humanitarian category in the Arab region by MBC Hope in 2014, was recognized by prince Mohamed Bin Fahd prize for best charity performance in 2017 in the Arab world and received Misr el Kheir foundation “Social Pioneers Prize” in 2020 for its effort in implementing the fourth goal in the SDGs “quality education.”</p>
REPORTS TO	Chairwoman
JOB SCOPE	<p>The Protection Manager is technically responsible for ensuring quality protection programming and is the overall organisation-level technical lead within the protection interventions. He/she provides day-to-day management of the Protection Department, including supervision and technical capacity building.</p>

The Protection Manager is responsible for leading the organization-level protection analysis and strategy development and implementation; providing protection departmental technical advice, and support, and has the authority to instruct; leading and overseeing protection departmental technical line supervision responsibilities for Sanad staff and interventions that contain protection, throughout the programme/project cycle; ensure quality protection programming and compliance with protection standards, policies, regulations, and frameworks, including leading monitoring and evaluation efforts for protection, development of protection tools and approaches; and technically lead protection coordination and representation efforts. The Protection Manager will represent Sanad's protection portfolio and provide technical leadership among peer organisations and the national protection stakeholders.

Sanad protection programming includes activating an efficient Case Management System, Child Protection, Protection Information Management, Non-specialized Mental Health and Psycho-Social Support to the Sanad Community (employees, youth, and children's beneficiaries), planning and implementing all activities related to awareness of protection and setting Safeguarding procedures in place.

DUTIES & RESPONSIBILITIES

Protection Programming Oversight

1. Act as the reference point for Sanad Protection Mainstreaming.
2. Oversee and lead the development, harmonization, adaptation, and rollout of internal policies, guidelines, protection-related tools, and Standard Operating Procedures related to Sanad protection interventions.
3. Inform evidence-based programming promptly.
4. Design, develop and deliver Sanad protection programmes and activities that relate to case management, referral mechanism, and mental health and psychosocial support for staff and beneficiaries.

Protection Technical Supervision

1. Technically review Sanad proposals and reports that include protection-related interventions.
2. Standardize the implementation of the Sanad protection policy in all partnerships MoUs ensuring that the internal and external implementation with partners complies with the organization's safeguarding measures.
3. Identify protection potential risks and devise mitigation strategies developing the needed contingency plan and contributing to its implementation.
4. Initiate/support the design of questionnaires and assessments related to youth and children beneficiaries' protection and mental health.
5. Safeguarding:
 - Maintains close coordination with other departments and projects to ensure effective synergy of Sanad protection policy within the project/program components addressing the suitable preventive measures.
 - Design, develop and implement Sanad protection policy tools.
 - Activate the utilization of the complaint mechanism and respond to the cases reported in coordination with the Sanad Protection Committee.
6. Case Management:

- Provide expert and technical support for staff to identify protection challenges and cases.
 - Establish and connect an efficient referral mechanism.
 - Identify, assess, and refer cases to appropriate service providers.
 - Maintain quality assured service provision process.
7. Mental health and psychosocial support (MHPSS):
- Identifies suitable partners for the psychosocial support of beneficiaries.
 - Identifies and develops suitable programs to empower the team to deliver non-specialized psychological interventions.
 - Supervise group activities for mental health support.
 - Collaborate with the team to administer the psychometric assessments upon need and deliver reports accordingly
8. Carry out consultations with Sanad departments and develop tailored protection activities as needed.
9. Contribute to developing a costed proposal for specialized protection service provision.

Capacity Building and Learning

1. Work closely with Sanad departments in the development and delivery of protection-related capacity-building efforts.
2. Provide the needed protection-related capacity-building activities (orientations, info sessions, specialized training, refreshers, etc) for the staff, beneficiaries, and partners addressing Sanad protection policy, safeguarding measures and field considerations.
3. Oversee protection-related knowledge sharing across Sanad departments, partners and sites.
4. Actively engage with Sanad departments and contribute to Sanad advocacy efforts.
5. Influence the development of best practices and improvement plans based on protection-related findings

Coordination, Stakeholder Engagement and Representation

1. Represent Sanad and actively contribute to the national protection scene at the national, regional and international level.
2. Strengthen Sanad protection coordination and collaboration efforts with relevant stakeholders including government, civil society, NGOS, and the UN.
3. Promote integrated protection programming and ensure internal coordination of Sanad protection interventions and with other external protection sectors as relevant.

- Master's degree in one of the following: Social Science, Human Rights, Social Development, Law, or related discipline.
- Bachelor's degree in Economics, Development, Humanities, or related discipline.
- Proven experience of at least 5 years working in protection programming.
- Strong understanding of the national protection system, protection analysis and results-based protection.
- Knowledge and experience designing, implementing, and monitoring and evaluating protection intervention within Sanad protection schemes: Alternative Care, Child Protection, Social Protection, Gender-Based Violence, Protection Information Management, Community-

JOB REQUIREMENTS

Based Protection, Mental Health and Psychosocial Support, and/or Legal Aid.

- Experience in providing technical guidance and developing and providing learning activities.
- Sound understanding and experience in protection mainstreaming, and conflict sensitivity, and Prevention of Sexual Exploitation and abuse (PSEA).
- Experience in project development (including proposal writing), implementation and MEAL for protection programmes.
- Experience in advocacy and policy development.
- Cultural sensitivity and adaptability
- Proven communication, interpersonal, representation, negotiation, promotion, and diplomacy skills.
- Effective teamwork, initiative, problem-solving, critical thinking, coordination, organization, and presentation skills.
- Ability to multitask in a fast-paced environment, prioritize tasks, and meet deadlines.
- Proficiency in writing and speaking Arabic and English.
- Proficiency in using MS Word, Excel, PowerPoint, One Drive, and SharePoint.

CORE COMPETENCIES	<ul style="list-style-type: none"> • Resilience, Flexibility & Agility • Empathy & Active Listening • Service Orientation & Beneficiaries Experience • Leadership & Social Influence • Reporting and Documentation • Stakeholder Engagement and Communication • Capacity Building and Training • Critical Thinking and Problem-Solving • Ethical Standards and Cultural Sensitivity • Collaboration and Teamwork • Adaptability and Flexibility • Research Skills
POSITION TYPE	<ul style="list-style-type: none"> • Full-time
DOCUMENTS TO BE SUBMITTED	<ul style="list-style-type: none"> • Resume

Interested Candidates can send the above documents to careers@sanadorphans.org, mentioning the job title in the email subject line.

Note: We'll be in touch with those who make it to the shortlist for interviews. Appreciate your interest!