

**Job Title:** EF Director of Stabilization Programming for Iraq and Syria

**Duty station:** Erbil - Iraq (KRG)

**Duration of assignment:** 12 months (renewable)

**Contract type:** Working contract

**Starting date:** 1<sup>st</sup> February 2021

## **1. INTRODUCTION**

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### ***Expertise France***

Expertise France (EF) is a public agency created on 1<sup>st</sup> January 2015 and merging 6 French public agencies under the supervision of the French Ministries of Foreign Affairs and Economy and Finance with a strong inter-ministerial vocation. EF offers programme engineering and technical assistance by developing and implementing international cooperation actions worldwide. EF operates in various fields of development and institutional cooperation including safety and security reform, post-crisis/ stability, public health, human rights, strengthening of institutions and NGOs and governance. Carrying out large-scale, multi-stakeholder programmes, EF can ensure the cooperation between individuals, teams and institutions with very different statuses, cultures and specialties.

## **2. CONTEXT & NEEDS**

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### ***Iraqi Context***

The governorate of Ninewa, including its chief city Mosul, was largely taken under the control of the so-called Islamic State of Iraq and the Levant (ISIL) in June 2014. In October 2016, the Iraqi Security Forces (ISF) and Kurdish Security Forces (KSF) began a military operation to retake all ISIL-held territory in Mosul and its surrounding areas, with support from the US-led international coalition. The ISF announced full control over east Mosul in late January 2017 and declared the entire city as fully under Iraqi government control on 10 July 2017. ISIL's occupation from June 2014 to July 2017 caused a humanitarian catastrophe with grave human suffering and physical destruction. Nearly one million people were forced to flee the conflict, with over 31,000 houses destroyed or severely damaged, major disruption in public service provision, and water treatment and power plants contaminated with unprecedented quantities of explosive hazards and improvised explosive devices (IEDs). These damages and losses have resulted in increased levels of poverty and unemployment areas liberated from Daesh, as well as in the rest of the country. Drawing on comprehensive assessments conducted by the Ministry of Planning, the World Bank estimates that reconstruction will take at least 10 years, with a financial requirement of at least \$80 billion for the entire country, including a large share needed to rebuild Ninewa province.

In addition, Iraq saw in October 2019 the rise of protests claiming for a more inclusive and less corrupted governance, in particular in the South of the country. These unrests were another indicator that the stability of the country remains fragile, and Iraq needs to be supported towards the inclusion of all components of its society, including youth, female and across religious and community divides to build a large sense of common grounds. These common grounds would lay the stone for longer-term stability in the country.

There is thus a need to deploy all possible efforts to address persistent humanitarian and non-humanitarian needs, promote stabilisation and initiate an effective recovery and reconstruction process to prevent escalation to re-emerging and tackle some of the underlying social and economic drivers of instability in Iraq. Expertise France needs to invest in stabilization programming, through

a variety of projects, complementary with existing initiatives from the Iraqi government and the international community.

### ***Syrian context***

The Syrian conflict is having a devastating and lasting impact on Syria and across the region. With the conflict entering its tenth year, the needs of the affected populations for assistance, including 13.1 million people in need of humanitarian assistance, 6.1 million internally displaced persons and more than 5.6 million refugees in neighboring countries, are of an unprecedented scale.

Currently, particularly those who live outside of Government of Syria controlled areas face at best irregular humanitarian supplies and quickly deteriorating public services and infrastructure. In that context, and since 2013, Expertise France has developed and manages direct stabilization projects to conflict-affected communities in Syria, including projects to support livelihoods, basic services including health, and the capacity building of a community-based civil society able to be an actor of change from inside.

More specifically in North-east Syria, following the territorial collapse of the Islamic State (IS) in 2017, the Syrian Democratic Forces (SDF) took control of quarter of the Syrian territory, with a significant support from the US-led international coalition. However, in the absence of sufficient efforts and investment by the international community in reconstruction and development within a comprehensive stabilization strategy for post-IS territories, host communities and displaced population are unlikely to be able to thrive in a stable environment. Populations might be tempted to move further, and the most marginalized might be tempted by radical speeches. Radicalization is likely to reemerge bringing back conflict and impoverishment.

In this context, Expertise France has developed direct stabilization programmes to respond to the needs of conflict-affected communities in North-East Syria, strengthen the resilience of local populations' resilience and support civil society actors.

## **3. CURRENT PROGRAMMING**

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Expertise France local office in Erbil, Iraq has been formally open in January 2019. EF's stabilisation programme is based on a development of a multi-sector intervention model, depending on the context of intervention (Iraq vs NES) and specific needs. The current programme encompasses:

### **In Iraq**

1. **The YANHAD Project** – funded by the EU and the French MFA for a total of 6.5 million euro and delivering 3 components:
  - a) Support to Iraqi youth's employability in particular for the youth of the universities of Ninewah and Mosul
  - b) Support to the civic engagement of youth within Iraqi's society
  - c) Foster youth's entrepreneurship

The project has started in January 2019 and will end in June 2022.

Other stabilization initiatives are being developed, and could complement the Iraqi Programme in the future.

### **In Syria**

2. **The HERNES II project** – funded by the EU and the French MFA for a total of 6.5 million euro, supporting primary health and neonatal care services in Raqqa, Deir-ez-Zor (DeZ) and East Aleppo governorates; the project also aims at contributing to a better technical coordination between health providers within Syria, by bringing expertise.

3. **The SABIR Project** - with financial support from the French MoFa, for a total of 2.2 million euro and developing an area-based approach around the district of Al Kesra (DeZ governorate) to support local CSOs and NGO in providing basic services, rehabilitation and livelihoods to host and displaced communities. The projects contributes to building the capacity of these local CSOs.

#### **4. JOB DESCRIPTION / ASSIGNMENT**

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Based in Erbil (KRG), the Programme Director will be responsible for the daily management of EF stabilization programmes implemented in Iraq. He/she will be responsible and accountable for promoting, developing and implementing the full range of EF stabilization services in Iraq, within the overall EF's mandate, strategy and framework. He/she will provide the necessary support to the deployment of EF's intervention in Iraq and North East Syria.

Working under the authority of the Stabilization and Resilience Head of Unit within P2S Department, and in close collaboration with other departments of services of the agency, the Programme Director will carry on the following tasks:

##### **Operations Management (50%)**

- Coordinate the implementation of the overall EF programme in Iraq and NES ensuring timely and quality programme delivery;
- Support and accompany project managers and partners in the planning, implementation, monitoring, evaluation and learning of their activities;
- Support project managers in troubleshooting operation issues arising from different project contexts;
- Ensure that project monitoring cycle defined by the agency is respected and play an active role in these exercises (monthly reporting to HQ, annual and semestrial reviews)
- Ensure compliance with EF guidelines, policies and procedures at all stages of programme implementation;
- Ensure programme steering mechanisms are in place with full participation of local authorities, donors and other stakeholders involved;
- Ensure that donors' reporting cycles are respected and sent in due time and as per contractual requirements
- Report regularly to the Head of Stabilization and Resilience unit (P2S) and other interested partners on progress achieved and developments in Iraq and NES;

##### **Portfolio Development and follow-up of strategies, policies and programmes (20%)**

- Develop and maintain a medium and long-term strategic positioning for EF in Iraq and NES
- Identify and develop new stabilization actions in Iraq and NES in close coordination with relevant stakeholders in both Iraq and NES and contribute to fundraising strategies to fund such projects;
- Contribute to support the development of non-stabilization concept notes relevant to both Iraq and NES contexts, with the concerned departments and services at EF HQ
- Monitor the evolution of the context and needs in Federal Iraq, KRG and NES and ensure that EF strategy and programmes implementation reflect these changes of context;
- Monitor the government policies affecting the activities of EF in Iraq and make recommendations for appropriate action;

- Ensure EF's interventions in Iraq are aligned with the framework of European institutions, EU member states and other international agencies orientations.

#### **Administrative, Financial and HR Management (15%)**

- Follow-up on EF's registration process in Federal Iraq, and ensure that EF's registration in KRG is valid and up-to-date at all times.
- Manage existing project management and support teams based in Erbil and possibly in the rest of Iraq (direct line management);
- Supervise the recruitment of local staff required to manage programmes and support management teams and assess the level of skills required as the programme develops;
- Set-up and supervise the related human resources, budgetary, financial and administrative capacities of the Erbil office in accordance with EF's regulations and procedures;
- Develop and strengthen internal rules and procedures through the application of EF tools, forms and policies in order to better structure the field office and ensure compliance to EF and donors' regulations;
- Ensure that a clear organogram exists, roles and responsibilities of office's staff are defined and the work interactions, management and functional lines within the office are clear to all
- Organize frequent staff meetings to ensure coordination of tasks and proper communication on work-related issues
- Carry out regular performance appraisal for each employee under direct management of the Erbil Office;
- Maintain good and efficient work conditions in the Erbil Office, in order to meet programme objectives;
- Supervise Support Services Unit in ensuring that financial and accounting processes are in place, including cash management and ensure cash is available for operations at all time;

#### **Fundraising and Representation (10%)**

- Resource mobilization: explore funding opportunities to ensure continuity of current project and develop EF portfolio in Iraq
- Maintain and further develop liaison and close working relationships with the French embassy in Bagdad and the Consulate General of France in Erbil;
- Represent EF at the local and national levels with the public authorities (Federal Iraq and KRG), implementing partners, the European Commission, UN agencies and international donors;
- Broaden network of contacts among government officials, diplomatic missions, international Organizations and other partners.
- Liaise and coordinate with EF's Regional Coordinator in the Middle East to regularly inform on Iraqi and NES Programming and potential developments

#### **Security management (5%)**

- Ensure that safety and security procedures are in place for EF personnel and facilities, in coordination with the Security Manager at HQ level;
- Authorize missions for local staff and sign mission order when relevant
- Coordinate with HQ and safety department for international staff mission within Iraq and liaise with French embassy when relevant
- Liaise and coordinate with Safety Officer in Beyrouth on monitoring the security situation in Iraq
- Provide briefings and background information to all in-country expatriates and short-term experts upon arrival;
- Ensure adherence of all EF staff and short-term experts to security procedures in place in all field locations and during their field movements;
- Monitor developments in the security situation and update security plans accordingly;

- Contribute – with the Safety department – to the development of a security plan to elaborate on the pre-conditions, mitigations measures and modalities under which EF projects would operate in an evolving environment.

## **5. TECHNICAL SKILLS, EXPERIENCE & KNOWLEDGE**

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- Relevant university degree (eg. Political or social science, international development, community development);
- A minimum of 8 years proven experience in programme management of emergency, humanitarian and/or stabilisation programming in crisis countries;
- Proven capacity in team management and ability to ensure their safety (security management);
- Good command of programme and project management life cycle including strategic planning, development, management, monitoring and evaluation. Experience in the management of integrated multisector projects would be an asset.
- Experience in administrative, financial and logistics management.
- Good understanding of the Iraqi and Syrian contexts would be a plus.
- Good working knowledge of European Commission procedures required. Good knowledge of other donors' procedures is an asset (French MoFA, DFID, JICA, etc)
- Experience in setting-up country/field offices with appropriate structure, organization and procedures;
- Experience setting up remote project management systems and procedures;
- Proven ability to cooperate and negotiate with local and institutional partners as well as government representatives. Politically and culturally sensitive with qualities of patience, tact and diplomacy;
- Excellent communication skills ability to adapt to a diverse multicultural environment;
- Excellent command of English (oral and written). Knowledge of Arabic, Kurdish or French would be an asset;
- Previous work experience in Iraq/Middle East would be an asset.