



**Template Vacancy Announcement**

**About (HRO):**

Hope Revival Organization (HRO) is a humanitarian, advocacy, non-profit organization dedicated to working with communities in order to overcome experiencing difficulty coping. HRO main priorities are aimed at improving access and availability of evidence-based, high quality and culturally sensitive mental health services and psychosocial support for populations affected by conflict and crisis in order to build sustainable local capacities and provide comprehensive, integrated and community based mental health services and psychosocial support activities that promote the resilience and overall wellbeing of vulnerable refugees, internally displaced people and host populations.

We work on involving women, youth, and people with disabilities in economic, social, and civil activities in order to limit marginalization, violence and empower them by raising awareness for their rights.

HRO focuses on community care by creating safe environments through increasing the quality of life, mitigating violence, opposing marginalization, and striving to eliminate poverty.

<b>Job Title:</b>	<b>Safeguarding Consultant</b>
<b>Number of vacancies:</b>	1
<b>Department/Sector:</b>	Programme
<b>Duty station:</b>	Turkey ,Gaziantep
<b>Report to:</b>	HR Coordinator
<b>Expected Starting date:</b>	
<b>Employment Type (Full Time/Part-Time/volunteer/tranee/contractual):</b>	Time Full
<b>Contract Duration:</b>	
<b>Renewable (Yes/No/Expected):</b>	Expected
<b>Posted Date:</b>	
<b>Closing Date:</b>	

<p><b>Job Purpose:</b></p>	<p>The Safeguarding and Accountability Consultant will be responsible for developing and implementing safeguarding and Accountability policies and procedures within the Hope Revival Organization. The consultant will ensure that HRO adheres to best practices in safeguarding and Accountability, promoting a safe and respectful environment for all staff and beneficiaries.</p>
<p><b>Key Responsibilities:</b></p>	<ol style="list-style-type: none"> <li>1. Develop and implement safeguarding and Accountability policies and procedures tailored to the organization's context in Turkey and Syria.</li> <li>2. Conduct risk assessments and audits to identify safeguarding and Accountability vulnerabilities within the organization's programs.</li> <li>3. Provide training and capacity-building sessions for staff on safeguarding and Accountability policies, reporting mechanisms, and response procedures.</li> <li>4. Establish and maintain confidential reporting channels for staff and beneficiaries to report safeguarding concerns.</li> <li>5. Collaborate with program teams to integrate safeguarding and Accountability measures into project design and implementation.</li> <li>6. Monitor and evaluate the effectiveness of safeguarding initiatives and recommend improvements.</li> <li>7. Stay updated on national and international safeguarding standards and legislation relevant to humanitarian organizations.</li> <li>8. Liaise with external stakeholders, including local authorities, to strengthen safeguarding and Accountability efforts in the field.</li> </ol>
<p><b>Qualifications and Work Experience</b></p>	<ol style="list-style-type: none"> <li>1. A degree in social work, psychology, human rights, international development, or a related field.</li> <li>2. Proven experience in safeguarding, protection, or child protection, preferably in humanitarian settings.</li> <li>3. Strong understanding of safeguarding policies and best practices.</li> <li>4. Excellent communication and interpersonal skills, with the ability to work collaboratively with diverse teams.</li> <li>5. Experience in conducting training and capacity-building activities.</li> <li>6. Strong analytical and problem-solving skills.</li> <li>7. Fluency in English and Turkish; knowledge of Arabic is an asset.</li> </ol>

<p><b>Required competencies (skills / knowledge / capabilities)</b></p>	<ul style="list-style-type: none"> <li>• Experience with protection analysis and project design, monitoring and evaluation.</li> <li>• Demonstrated experience with gender integration in development and peacebuilding programming. <ul style="list-style-type: none"> <li>• Prior experience with institutional donors (EU, GAC, USAID, etc.).</li> </ul> </li> <li>• Strong writing, communication, presentation and organizational skills.</li> <li>• The ability to communicate challenging topics in a clear, focused, and respectful manner.</li> <li>• Ability to adapt to the varying levels of experience with integrating gender sensitivity into programming when providing capacity building.</li> <li>• Ability to understand and advise on the challenges facing field staff. <ul style="list-style-type: none"> <li>• Ability to think strategically about improving project implementation.</li> </ul> </li> </ul>
<b>How to Apply:</b>	
<ul style="list-style-type: none"> <li>• Hope Revival has a zero-tolerance regarding sexual exploitation and abuse, sexual harassment, abuse of authority, and discrimination. HRO also adheres to strict child safeguarding principles. All selected candidates will, therefore, undergo rigorous reference and background checks, and will be expected to adhere to these standards and principles</li> </ul>	
<ul style="list-style-type: none"> <li>• Hope Revival is an Equal Opportunity Employer. Hope Revival considers all applicants based on merit without regard to race, sex, color, national origin, religion, sexual orientation, age, marital status, veteran status, disability, or any other characteristic protected by applicable law. Applicants in need of accommodation during the interview can contact the HR team at <a href="mailto:HR@HRO.NGO">HR@HRO.NGO</a></li> </ul>	
<ul style="list-style-type: none"> <li>• As required by law, the Hope Revival will provide reasonable accommodations to qualified applicants and employees with a known disability.</li> </ul>	
<ul style="list-style-type: none"> <li>• If you are interested to join our team please send your resume, list of at least 3 professional references (latest two Line Managers and HR Manager) including contact information and cover letter in ENGLISH describing your reasons for applying and relevant qualifications to this link: <a href="https://job.hroorg.com/jobs/apply/b9692c65-27c2-4437-b774-bd9d83b9708b">https://job.hroorg.com/jobs/apply/b9692c65-27c2-4437-b774-bd9d83b9708b</a></li> </ul>	
<ul style="list-style-type: none"> <li>• Hope Revival thank all applicants; however, Kindly be informed that only short-listed candidates will be contacted.</li> </ul>	
Human Resource Management	Hi-03 :Form NO