



UNITED NATIONS DEVELOPMENT PROGRAMME JOB DESCRIPTION

I. Position Information

Job Title: Resilience Advisor

Grade Level: P4

Position Number:

Duty Station: Damascus, Syria

Department:

Family Duty Station as of Date of Issuance:

Reports to: UN Resident Coordinator's
Office Team Leader

Date of Issuance:

Direct Reports: UN Resident Coordinator's
Office Team Leader

Closing Date:

Duration and Type of Assignment: 1 year FTA

Position Status: Non-Rotational

Job Family:

II. Job Purpose and Organizational Context

The Syria United Nations Country Team (UNCT) is at the forefront of the United Nation's multidimensional response to Syria's protracted crisis. UNCT members deliver critical humanitarian assistance (emergency, protection, and early recovery) to millions of vulnerable Syrians across the country. UNCT members also deliver more mid-term early recovery assistance through the UN Strategic Framework for Syria (2022-2024).

Now in its eleventh year, the Syrian crisis has had a devastating impact on the country's human and physical capital. Since the end of 2019, acute socio-economic crisis has significantly undermined vulnerable Syrians' coping mechanisms, leading to a dramatic increase in humanitarian needs. The number of people in need of humanitarian assistance in 2022 has reached record highs. Approximately 6 million people remain internally displaced. Rising humanitarian needs and deteriorating socio-economic conditions is also having a negative impact on an already strained social fabric.

In this context, the UNCT has been advocating for an urgent and significant scale up of early recovery assistance across the country to support the resilience of vulnerable communities and individuals, in particular women, girls and people living with disabilities. As short- and mid-term early recovery assistance grows, the importance of ensuring the strategic impact of UNCT members' early recovery programming is becoming increasingly central to the functions of the UN Resident Coordinator and Humanitarian Coordinator.

In this context, the Resident Coordinator's Office (RCO) is seeking a Resilience Advisor to support the elaboration of UNCT-wide resilience strategies that maximize impact on community resilience all while contributing to peacebuilding and conflict prevention. Within the current posture of UN engagement in Syria, the resilience advisor will identify entry points to advance the humanitarian-development-peace (HDP) nexus through UNCT programming and support outreach and resource mobilization for conflict-sensitive early recovery programming. S/he will support response wide efforts to shift towards more participatory, area-based programming that builds community capacities.

Under the supervision of the RCO Team Leader, the Resilience Advisor will closely work with and advise the UN Resident Coordinator and Humanitarian Coordinator on the operationalization of the UNCT resilience strategy in Syria. S/he will work closely with the Risk Management Unit and the Economist in RCO. S/he will equally coordinate closely with UNDP's Context Sensitivity Team, lead by UNDP's Context Sensitivity Advisor, in the development of conflict analyses and conflict-sensitive programmatic approaches to early recovery. The Resilience Advisor will also liaise closely with HCT sectors, in particular the UNDP-led Early Recovery and Livelihoods Sector, and with OCHA, in generating early recovery and resilience programmatic and advocacy strategies.



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III. Duties and Responsibilities

Under the direct supervision of the RCO Team Leader, the Resilience Advisor will work on three main areas:

1. Research, information-gathering and analysis on areas relevant to the operationalization of the UNCT resilience strategy in Syria, including HDP nexus aspects and area-based programming.
2. Provide strategic advice to the UNRCO and UNCT on programmatic entry-points to operationalize the UNCT resilience strategy in Syria.
3. Support UNCT-wide advocacy, outreach, and partnership efforts to mobilize political and financial support for early recovery and resilience programming, with a focus on multi-year funding outside the framework of the Syria Humanitarian Response Plan (HRP).

Under the direct supervision of the RCO Team Leader, the main duties and responsibilities of the Resilience Advisor include:

1. Research, information-gathering and analysis;

- Gather and process data and information relevant to the UN's role and activities in Syria and the region, with a specific focus on promoting resilience programming and integrating the HDP nexus in the UN's response to the Syrian crisis.
- Undertake political and conflict analysis, monitor the situation in the country and region, and report issues related to peace and security, as well as carry out research on particular issues and thematic areas, including through analysis of local sources.
- Regularly brief the UN RC/HC and UNCT on political, socio-economic and security issues related to key regional, national and local developments.
- Prepare reports and analysis for the UN RC/HC, the UNCT and relevant UNCT working groups, including by updating the Common Country Analysis (CCA) and facilitating joint analysis on areas relevant to nexus programming, such as political economy analysis, the role of women and youth in inclusive resilience, and UNCT strategies for civil society empowerment. In this regard, coordinate closely with and draw on the support of UNDP's Context Sensitivity Team, the RCO Economist and the Economist in the OSE-Damascus.
- Contribute to global UN reports and strategic documents on the situation in Syria.
- Facilitate forward looking, predictive analysis to inform resilience and early recovery strategies that promote a nexus approach in the UN's Syria response.

2. Provide strategic advice to the UN RCO and UNCT on programmatic entry-points to operationalize the UNCT resilience strategy in Syria, including HDP nexus aspects

- Identify programmatic entry-points to operationalize the UNCT resilience strategy in Syria, with a focus on opportunities to advance the HDP nexus, peacebuilding and conflict prevention through programming.
- Coordinate the development of UNCT-wide strategies to increase the impact of nexus resilience programming, in particular by supporting the coordination of conflict-sensitive, area-based early recovery programming. In this regard, work closely with UNDP's Context Sensitivity Team drawing, where relevant, on its subnational and thematic conflict sensitivity analyses.
- Advise the UNCT and the Programme Management Team (PMT) and support the inter-agency Gender, the Youth and the Accountability to Affected Populations Working Groups in implementing nexus, conflict-sensitive resilience strategies and programmes.
- Support the RCO Team Leader in monitoring the implementation of the UN SF, ensuring a *do no harm* and prevention lens is incorporated across all UN SF pillar working groups.



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- Undertake mappings and analysis with civil society actors (including youth, women, and marginalized groups) on capacities for inclusive resilience at local and national level, in order to give strategic advice for UNCT programs.
- Support efforts by UNDP’s Context Sensitivity Team to build conflict sensitivity capacities among UNCT and HCT partners, including national NGOs.

3. Support UNCT-wide advocacy, outreach, and partnership efforts to mobilize political and financial support for early recovery and resilience programming that adopts an HDP nexus approach

- Engage in advocacy and outreach with key stakeholders in the Syria response, including UN HQ, donors, IFIs, think tanks, academia and Syria civil society abroad, to mobilize political and financial support for early recovery and resilience programming, in particular programming with an HDP nexus approach.
- In this regard, support RCO engagement in UN HQ coordinating and planning mechanisms, including IATF and RMR meetings.
- Support the identification of alternative funding sources and instruments linked to development and peacebuilding funding to support multi-year early recovery programming with a strong peacebuilding/ conflict-prevention focus.
- Support, where relevant, already existing platforms for partner engagement, including the UN-Donor Regional Dialogue Mechanism on risk management, in close coordination with the Risk Management Unit.
- Support strategic RC/HC communications on early recovery and nexus programming, including by preparing briefing notes, talking points and speeches.
- In close coordination with UNDP’s Context Sensitivity Team, support the establishment of a conflict sensitivity resource facility for the Syrian response.

IV. Competencies and Selection Criteria	Description of Competency at Level Required (For more comprehensive descriptions please see the competency inventory)
<p>In this section list all core competencies as well as the most relevant technical/functional competencies the role will require along with the appropriate level. A Detailed list of competencies can be accessed through the following link: https://www.undp.org/content/dam/undp/library/corporate/Careers/undp-hr-core-competency-2016.pdf</p>	
Core	
Innovation <i>Ability to make new and useful ideas work</i>	Level 5: Creates new and relevant ideas and leads others to implement them
Leadership <i>Ability to persuade others to follow</i>	Level 5: Plans and acts transparently, actively works to remove barriers
People Management <i>Ability to improve performance and satisfaction</i>	Level 4: Models independent thinking and action
Communication <i>Ability to listen, adapt, persuade and transform</i>	Level 5: Gains trust of peers, partners, clients by presenting complex concepts in practical terms to others
Delivery <i>Ability to get things done while exercising good judgement</i>	Level 5: Critically assesses value and relevance of existing policy / practice and contributes to enhanced delivery of products, services, and innovative solutions



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Technical/Functional	Detailed list of competencies can be accessed through https://www.undp.org/content/dam/undp/library/corporate/Careers/undp-hr-core-competency-2016.pdf and hiring managers are encouraged to familiarize themselves for more information
Social Cohesion <i>Knowledge of methods and experience of supporting communities to achieve greater inclusiveness, more civic participation and creating opportunities for upward mobility</i>	Level 5: Originate: Catalyzes new ideas, methods, and applications to pave a path for innovation and continuous improvement in professional area of expertise
Peacebuilding and Reconciliation <i>Ability to support peace processes to facilitate recovery and development</i>	Level 5: Originate: Catalyzes new ideas, methods, and applications to pave a path for innovation and continuous improvement in professional area of expertise
Conflict-Sensitive Programming <i>Ability to use methods and tools to monitor conflict triggers and determine impact of various dynamics in conflict-prone situations</i>	Level 5: Originate: Catalyzes new ideas, methods, and applications to pave a path for innovation and continuous improvement in professional area of expertise
Conflict Analysis and Risk Assessment <i>Knowledge of conflict analysis and risk assessment concepts and the ability to apply to strategic and/or practical situations</i>	Level 5: Originate: Catalyzes new ideas, methods, and applications to pave a path for innovation and continuous improvement in professional area of expertise
Gender <i>Knowledge of gender issues and the ability to apply to strategic and/or practical situations, including analysis of projects from a gender perspective</i>	Level 5: Originate: Catalyzes new ideas, methods, and applications to pave a path for innovation and continuous improvement in professional area of expertise
Civil Society Engagement <i>Knowledge to create and implement civil society initiatives and apply across peace and development work</i>	Level 5: Originate: Catalyzes new ideas, methods, and applications to pave a path for innovation and continuous improvement in professional area of expertise
Knowledge Management <i>Ability to efficiently handle and share information and knowledge</i>	Level 5: Originate: Catalyzes new ideas, methods, and applications to pave a path for innovation and continuous improvement in professional area of expertise

V. Recruitment Qualifications	
Education:	Advanced university degree (Master's Degree) in political science, sociology, international relations, international economics, law, public administration, or other related social sciences. In lieu of an Advanced degree, a Bachelor university degree with additional years of experience.
Experience:	<ul style="list-style-type: none"> • Minimum of 7 years of progressively responsible experience in conflict analysis, policy, and strategy development, early recovery, development and/or conflict prevention in a governmental, multilateral or civil society organization; • Extensive experience in research and project development;



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	<ul style="list-style-type: none">• A proven policy, advisory and advocacy experience and track record of engagement with senior levels of government, United Nations, and donors;• Experience in national and community-level nexus initiatives and programming;• Experience drafting strategic reports, briefings, talking points and speeches.• Sound knowledge of and extensive experience in Syria or the Middle East, including in early recovery and HDP nexus programming, is an advantage.
Language Requirements:	Fluent written and spoken English is required. Knowledge of Arabic is highly desirable.
Other:	