

LEVEL 6

People working as knowledge-based professional or in professional management positions (e.g. first level programme managers) achieve these qualification.

KNOWLEDGE (Theoretical and factual) :

Outcome of the assimilation of information through learning, body of facts, principles, theories, practices related to a filed of work or study

SKILLS (Cognitive and practical) :

The ability to apply knowledge and use know-how to complete tasks and solve problems

RESPONSIBILITY and AUTONOMY

Proven ability to use knowledge, skills and personal, social and/or methodological abilities, in work or study situation and in professional and personal development



Humanitarian commitment

A N/A

→ Advanced knowledge and critical understanding of humanitarian practice, its principles and standards.

INDICATORS

→ Is able to understand and explain which specific treaties are guiding the HA in the context of reference.
→ Is able to make references to specific and recognized humanitarian standards and use them as guides. → Maintains ethical and professional behaviour in accordance with relevant codes of conduct and organizational charter. → Is able to promote and lead teams by sustaining the 4 agreed humanitarian principles (Neutrality, Impartiality, Independance, Humanity).

→ Advanced cognitive and practical skills to produce innovative solutions when applying humanitarian principles and standards to complex and unpredictable problems.

INDICATORS

→ Implements actions using humanitarian principles adapted to contexts. → Explains to stakeholders on which humanitarian bases some decisions are taken (ex: in terms of priority). → Is able to support organizational decision eventhough not in line with personal view. → Demonstrates understanding of the gender and diversity dimensions of humanitarian situations.

→ Takes responsibility for the application of the humanitarian standards and principles by oneself and one's team in complex and unpredictable contexts.

→ Actively promotes diversity and inclusiveness through diverse representation and broad participation, while advocating for the dignity, rights, and responsibility of all stakeholders. → Takes initiative and responsibility for the assessment of humanitarian operations in uncertain, complex contexts.

INDICATORS

→ Sets standards in her/his work and follows agreed operating procedures. → Respects and promotes diversity as an asset of the humanitarian community and acknowledges the equality as well as interdependence amongst stakeholders. → Is able to assess and analyse key issues (using recognized tools) in the humanitarian situation and formulate actions to respond to them.

Examples of life experiences

Examples if applicable:

Learning (knowledge), skills and competencies gained from prior experiences

Examples knowledge if applicable:

Examples skills if applicable:

Examples competencies if applicable:

Evidence of application of prior learning to current role (that you have gained through your life experiences in your present role and you should note this here)

Evidences:

Evidences:

Evidences:

Potential match with selected elements or units

Self evaluation:

- who has no significant experience in that field
- who has some experience but would not pretend to be a reference in that matter
- who feel at ease and autonomous with the mater and could guide other people

Actions I need to take



Context analysis and reflection

A N/A

→ Advanced knowledge of the political, socio-economic and cultural context, involving a critical understanding of theories, methods and practical aspects relevant for understanding and interpreting humanitarian action, as well as a fundamental understanding of the limitation of that knowledge.

INDICATORS

→ Can provide main information related to the context he/she is in and the contact of main correspondants at his/her level to help into the analysis. → Masters enough techniques to process data, information and correspondence in a timely fashion, under pressure and with constraints of emergencies (locally wise). → Accurately identifies patterns and relationships in available information, including causes and effects, and draws appropriate inferences (locally wise). → Leaves open the door for uncertainties.

→ Advanced skills to analyse complex problems in an unpredictable context, identifying (sequential) relationship, root causes, problems, strengths and potential opportunities in order to produce innovative solutions.

INDICATORS

→ Is able to explain the main humanitarian problems affecting the context with a systemic approach and a mapping of main stakeholders. Is able to explain where the part of the programme he/she is involved feeds in. → Makes use of all available data when conducting analyses, including but not limited to numerical and verbal information. Is able not to get lost into details but goes to the essential and define priorities. → Arrives at systematic and rational judgments from the available information and analysis.

→ Take initiative and responsibility for the assessment of humanitarian operations in uncertain, complex contexts.

INDICATORS

→ Identifies workable solutions to a range of problems, recognizing causes and effects influencing the humanitarian system. → Identify main humanitarian issues in his area of responsibility and sets priorities. → Integrates complexity and uncertainties of situations into action proposals.

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Actions I need to take



Coping & safety

A N/A

→ Advanced knowledge of techniques and strategies to manage own stress and reduce vulnerability to threats in insecure situations. → Critical understanding of the sensitivity and confidentiality surrounding security information and the impact of threats.

INDICATORS

→ Can describe 3 or 4 tools that may be useful to reduce stress and uses some of them. → Collect sensitive information (security) on an adapted way. → Reduce vulnerability by complying with safety and security protocols set by the reference organisation.

→ Ability to transmit relevant information to the relevant people in a clear, discrete and timely manner, while understanding the sensitivity and confidentiality surrounding security information.

INDICATORS

→ Identifies, creates and maintains an adapted network for collecting security information. → Gives importance to information related to security and provided internally and externally (stakeholders and team members). → Has the ability to set priorities related to security.

→ Prioritises security information based on the context and takes practical steps to reduce the vulnerability of the team and beneficiaries. → Takes responsibility for decision-making during insecure situations. → Moderates the perceived impact of threats through clear communication and information. → Employs techniques or plan activities to manage own stress. → Responds constructively in conflict situation.

INDICATORS

→ Takes measures to 'do no harm' and to minimise risks for partners and the crisis-affected people concerned (and/or involved) by activities. → Is taking the lead during insecure situation, and shows appropriate communication skills (calm, confidence, reassuring attitude). → Is able to use the networks (intercultural respect confidence) on purpose to carry out activities.

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Actions I need to take



Leadership

A N/A

→ Advanced knowledge and critical understanding of procedures, guidelines, best practices, lessons learned and leadership styles in humanitarian action.

INDICATORS

→ Has undergone a self evaluation process to determine which is her/his style of management and/or leadership. → Demonstrates understanding of own skills and how they complement those of others to build team effectiveness. → Knows the best practices as promoted within the organization.

→ Ability to link current actions to established humanitarian objectives and prioritise short term and medium term objectives.

INDICATORS

→ Is able to transmit a vision in line with his/her level of responsibility. → Convinces teams on accurate organizational priorities and strategies. → Maintains a broad strategic perspective at the same time as an awareness of the detail of a situation.

→ Takes responsibility in groups for managing the professional development of individuals by distributing responsibilities and tasks fairly, giving clear and logical instructions and providing feedback.

INDICATORS

→ Is able to recognize and promote individual added value of his/her team members. → Inspires others by clearly articulating and demonstrating the values, core purpose and principles that underpin humanitarian work. → Provides regular and ongoing informal and formal feedback.

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Actions I need to take



Collaborative relationships

A N/A

- Advanced knowledge and critical understanding of the different roles and dynamics in teams.
- Advanced knowledge of negotiation theory and practice as well as critical understanding of the different stakeholders in their inter-relationships.

INDICATORS

→ Acts in accordance with the codes established by the country and by the organisation. → Is aware of patterns that can influence other party's message (emotions, problems, personal history, etc). → Can describe what negotiation means and what are the key elements for a win-win solution.

- Advanced communication skills and capacity to assess key sources and recipients of sensitive information. → Ability to argue coherently and persuasively, to identify realistic goals and possibilities for compromise, to anticipate the other's expectations and concerns and to refocus arguments accordingly. → Ability to choose communication styles appropriate to socio-cultural contexts.

INDICATORS

→ Is able to define his/her own BATNA (Best Alternative To Negotiated Agreement).

- Respects different points of view of team members, crisis affected people and other stakeholders, by listening actively, and identifying shortcomings of own personal and cultural norms.
- Promotes effective collaborative relationships among team members and stakeholders in insecure, multicultural, complex contexts.

INDICATORS

→ Can make the difference between the objective of the negotiation and individual interest. → Promotes collaborative work in his/her team and manages his/her team in an inclusive way.

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Actions I need to take



Service to crisis-affected people

A N/A

- Advanced knowledge of the needs of crisis-affected people and humanitarian operations.
- Critical understanding of quality standards, procedures and rules in humanitarian response.

INDICATORS

- Knows the 4 types of assessment that can be carried out and is able to describe them (4 types: very rapid assessment, rapid assessment, in-depth assessment, continuous - monitoring). → Is able to assess and analyse key issues in the humanitarian situation and formulate actions to respond to them.
- Knows totally the project cycle, the steps, specificities, is able to explain them and brief teams.

- Advanced skills to analyse and solve complex problems in the service provision to crisis-affected people. → Ability to mobilise resources using the skills and capacities of crisis-affected people in own activities.

INDICATORS

- Is able to define the humanitarian responses (team wise) according the needs and the emergency. → Has the ability to define the humanitarian response integrating local knowledge, capacities and competencies. → Utilises/adapts preferably tools and methods that have proved to be efficient. → Actively participates in disaster coordination and interagency cooperation, based on a clear understanding of the organisation's perspective and approach.

- Responds to crisis-affected people with a clear understanding of their perspective of needs. → Provides alternative solutions even when procedures do not. → Manages expectation and takes responsibility for one's decisions. → Anticipates proactively and manages autonomously potential changes in uncertain, critical, complex humanitarian activities in order to safeguard high quality outcomes.

INDICATORS

- Takes into account the needs, skills, capacities and experience of crisis-affected people and apply these in the response. → Actions are planned on a collaborative way (internally, externally) and set up in a medium-term analysis. → Looks for sustainable solutions.

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Actions I need to take

For all mentioned categories: from "Advanced knowledge" (level 6) to "highly specialized knowledge" (level 7) From intuitive mode to a capacity to argue based on recognised tools, frames, concepts and theories.

For all mentioned categories: From solving local or specific challenges to more global (national context wise) size.

From "manager" to "coordination" (executive) functions. From local adaptations to context reasoning, towards strategic decision impacting the organizational action more broadly, local (or specific) complex situations to national and specific situations.