

# Protection Coordinator – Democratic Republic of Congo

**Deadline:**  
06-02-2026

**Duty station:** Goma (with frequent field travel)

**Contract:** Fixed-term, 12 months (renewable subject to funding)

**Start date:** March 2026

**Salary:** Competitive, commensurate with experience and DCA salary scale

## About DCA in DRC

DanChurchAid (DCA) has been operational in the Democratic Republic of Congo for over two decades, delivering integrated humanitarian and resilience programmes in conflict-affected and displacement-prone areas.

DCA's portfolio in eastern DRC combines **protection, cash assistance, livelihoods, mine action, shelter**, with a strong focus on protection mainstreaming, accountability to affected populations, and nexus-oriented approaches.

## The role

DCA is seeking an experienced **Protection Coordinator** to lead the strategic, technical and programmatic oversight of its protection portfolio in the DRC.

Based in Goma and working under the supervision of the Head of Programmes, the Protection Coordinator will define and roll out DCA's country protection strategy, ensure quality and harmonisation across multiple operational areas, and strengthen protection integration across sectors.

This is a senior technical role combining **strategic leadership, field-level quality assurance, team capacity strengthening, and external representation**.

## Key responsibilities

- Lead DCA's protection strategy and harmonise tools and approaches across sites.
- Ensure quality delivery through technical supervision, field monitoring and protection mainstreaming across sectors.
- Strengthen MEAL, AAP and data protection, ensuring safe complaints/feedback and ethical information management.
- Represent DCA in coordination fora, strengthen referral pathways, and support advocacy.
- Support proposal development, donor reporting, and team performance, ensuring full safeguarding/PSEA compliance.

## Profile

### Education

- Master's degree in law, social sciences, international relations or a related field.

### Experience and competencies

- 5+ years' experience in protection in humanitarian/post-conflict settings, with strong coordination experience (general protection, GBV CM, MHPSS, CP).
- Proven track record in complex, multi-site operations with access/security constraints
- Ability to mainstream protection across sectors (incl. cash), deliver protection analysis/monitoring and evidence-based advocacy, and build team capacity through training.
- Experience with MEAL and protection information management; eastern DRC experience an asset.

### Languages

- Full professional proficiency in **French and English** (spoken and written).

### Personal qualities

- Strong leadership and interpersonal skills.
- High level of autonomy, adaptability and problem-solving capacity.
- Ability to work under pressure in volatile environments.
- Commitment to humanitarian principles, accountability and ethical practice.

### What DCA offers

- A senior technical role within a well-established humanitarian mission.
- The opportunity to shape and influence protection practice in a highly relevant operational context.
- A **competitive salary and benefits package**, aligned with experience and responsibility.

**Contact person:**  
Jean-Baptiste Heral

**Place of Work:**  
Goma

- An RnR cycle,
- A professional, values-driven working environment.

**Application deadline: 6 February 2026**

Applications will be reviewed on a rolling basis until the right candidate is identified.

All interested candidates irrespective of age, gender, race, religion, sexual orientation, abilities or ethnic affiliation are encouraged to apply for the vacancy. DCA conducts an anti-terror check as part of the recruitment process. It is a prerequisite that you can pass this check and maintain this status throughout your employment with us. Everyone applying for a job with DCA must be ready to comply with our Code of Conduct, Staff Policy on Prevention of Sexual Exploitation, Abuse and Harassment and our Child Safeguarding Policy.