

Zahir Alayoubi

National Safeguarding and Gender Coordinator

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PROFESSIONAL EXPERIENCE

National Safeguarding and Integrity Coordinator: *War Child Alliance* | March 2025 – March 2026

- Led the safeguarding and integrity strategy across the country program, ensuring alignment with War Child policies and international standards.
- Oversaw and supervised safeguarding systems, reporting mechanisms, and partner compliance to ensure strong prevention and accountability.
- Directed awareness, training, and capacity-building initiatives for staff, partners, and communities, fostering a safe and respectful organizational culture.
- Received, coordinated, and supervised safeguarding and integrity cases, chairing case management committee meetings; ensured timely, confidential, and safe responses following Case Management SOPs and applying a survivor-centered approach to prioritize the safety, wellbeing, and rights of children, youth, adults, and staff.
- Conducted and supervised safeguarding risk assessments, partner capacity assessments, and safety checklists of program sites to ensure safe environments for children.
- Provided strategic guidance to integrate safeguarding, gender, and PSEA considerations across all projects and operations.
- Coached and mentored staff and partner focal points on safeguarding and PSEA best practices.
- Integrated safeguarding considerations into emergency response and contingency planning.
- Reviewed safeguarding clauses, MOUs, and Partner Funding Agreements (PFAs) to ensure partner compliance with safeguarding and integrity standards.

Safeguarding and Gender Coordinator: *War Child Alliance – North* | June 2024 – Feb 2025

- Raised awareness of children's rights and the expected conduct of staff, teachers, and aid workers.
- Conducted child-friendly consultations with children to capture their perspectives.
- Developed and disseminated IEC materials with child-friendly messages.
- Implemented and managed feedback channels and reporting mechanisms.
- Provided technical support and follow-up for adolescent girls' programming.
- Liaised with Makani partners and local women-led organizations to strengthen girls' networks.
- Established and trained a network of GBV focal points in Makani centers.
- Trained partners on GBV safe identification and referrals for at-risk girls and ensured procedures were followed through monitoring visits.
- Conducted PSEA and Child Safeguarding trainings for personnel and raised awareness among child beneficiaries and caregivers.
- Conducted risk assessments and proposed mitigation measures for major activities.
- Received and responded to SEA and serious child safeguarding allegations and notified management per internal procedures.

Child Protection Technical Officer & Safeguarding Focal Point: War Child Alliance – North | Sep 2018 – May 2024

- Delivered Child Protection trainings and technical support to staff and partners, sharing CP tools and methodologies.
- Assisted in designing child protection programs and capacity-building plans.
- Conducted field visits to monitor implementation quality and identify training or staffing needs.
- Managed and supervised a team of community care workers, including performance appraisals and professional development.
- Represented WCH in external child protection platforms and networks.
- Contributed to developing and revising child protection materials.
- Ensured staff and partners adhered to safeguarding policies.
- Conducted safeguarding investigations in coordination with the National CSG Focal Point.
- Provided ongoing coaching and refresher training to staff and partner focal points on safeguarding and child protection.

Community-Based Psychosocial Support Assistant – Capacity Building and Partnership

Program: *Danish Refugee Council – North Lebanon | Apr 2018 – Sep 2018*

- Coached and monitored Community-Based PSS facilitators and focal points on DRC curriculums.
- Empowered community focal points to deliver PSS, child protection, and GBV messages.
- Identified safe spaces for CB PSS, following quality checklists, and ensured referrals to case management teams.
- Coordinated with local actors and authorities to support sensitization sessions and initiatives.

Street and Working Children Psychosocial Support Assistant – Child Labor Program

International Rescue Committee – Tripoli, North Lebanon | Oct 2017 – Apr 2018

- Organized daily psychosocial activities for street and working children.
- Identified and referred high-risk children to the case management team.
- Conducted parenting skills sessions for caregivers and life skills sessions for youth.
- Supported apprenticeship schemes and monitored youth progress.

Gender-Based Violence – Women Protection & Empowerment Community Mobilizer

International Rescue Committee – North Lebanon | Jul 2016 – Oct 2017

- Conducted community assessments, mapping, and safety evaluations for women and girls.
- Delivered awareness sessions for men and boys about services and refugee entitlements.
- Developed capacity-building plans and trained community focal points.
- Facilitated referrals to service providers and ensured follow-up and feedback.

VOLUNTEERING EXPERIENCE

- **Volunteer**, Lebanese Red Cross – North Lebanon | May 2025 – Oct 2025
- **Member**, Lions Club International – North Lebanon | Jul 2020 – Jul 2022
- **CP PSS Facilitator**, Save the Children International – North Lebanon | Mar 2015 – Jul 2016

- **Food, Security, and Livelihood Facilitator**, Save the Children International – North Lebanon | Dec 2014 – Mar 2015

EDUCATION

- **Human Resources Management**, Arab Open University – North Lebanon | 2021 – 2024
- **Sociology**, Lebanese University – North Lebanon | 2015 – 2016

TRAININGS & CERTIFICATIONS

- Child Safeguarding Focal Points Training – July 2025 – Keeping Children Safe
- PSEAH TOT Training – June 2025 – Lebanon PSEAH Network
- Safeguarding Investigation Skills Training – April 2025 – War Child Alliance – Jordan
- HEAT Training (Hazardous Environment Awareness) – Feb 2025 – Risk Trackers
- TOT on Risky Behaviors Affecting Children – Aug 2024 – Stardom Association
- Child Protection in Emergencies TOT – Save the Children, Jordan
- Mental Health First Aid & Suicide Prevention – Embrace Lebanon – Aug 2023
- GBV and Child Protection Safe Identification & Referral Training – DRC

(Full list available on request – extensive relevant trainings in child protection, PSEA, GBV, and psychosocial support)

LANGUAGES

- **Arabic:** Native
- **English:** Written – Very Good / Spoken – Good

SKILLS

- Safeguarding, PSEA, CP and GBV knowledge
- Gender awareness and integration
- Strong coaching, monitoring, and training skills
- Community engagement and consultation
- Case management and survivor-centered approaches
- Microsoft Office Suite