



What competencies are needed to be an effective Profiling Coordinator?

Analytical approach to complexity



Triages large amounts of information, critically assesses the quality of available evidence and identifying information gaps and needs



Technical aptitude

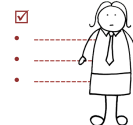
Is able to recommend appropriate mapping and sampling techniques, as well as quantitative and qualitative data collection methods for each context and set objectives, considering advantages and limitations of each

Initiating and coordinating action



Takes initiative/seekes and seizes opportunities

Capacity building



Identifies and builds on willingness, capacity, skills and potential in others

Managing collaborative relationships



Supports the creation of an inclusive and transparent approach to profiling



Critically assesses various stakeholders and initiatives to identify interests and aspirations of different actors and to spot linkages and synergies for profiling with other processes



Makes connections between set indicators and appropriate tools to be used to extract information



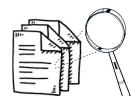
Is able to set clear milestones, organizing work accordingly and monitoring progress towards them



Opts for facilitating participation instead of execution of tasks in order to increase the skills of others and to build ownership



Is able to facilitate consensus on objectives and thematic focus of the exercise



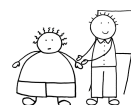
Makes informed judgments and decisions based on a comprehensive situation analysis



Is technologically savvy and aware of new technological solutions for profiling and able to assess their appropriateness for different contexts



Works as part of a multi-functional team, engaging people with relevant expertise for profiling and keeping the momentum going



Identifies learning needs and develops appropriate mentoring, trainings and guides



Encourages engagement and contribution to support profiling through strategic negotiation



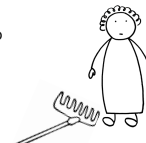
Is able to see an individual profiling exercise as part of a wider picture and to identify advocacy opportunities based on this



Effectively uses quantitative and qualitative analysis methodologies, paying attention to prudence in extrapolation/making inferences



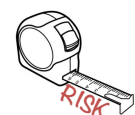
Motivates team members to meet responsibilities



Is open about mistakes and sees them through a 'lessons learned' -lens



Seeks to avoid and resolve conflict and identifies common ground



Analyses risks to inform methodology design and operational planning, including scenario-based contingency planning



Is familiar with international norms and standards on internal displacement



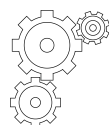
Is able to facilitate participatory workshops and meetings, consolidating decision making and partner commitment to profiling



Disseminates the lessons learnt and good practices with colleagues locally and globally



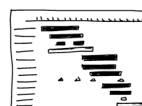
Keeps people informed and communicates effectively with and between technicians and decision makers, translating technical discussions for a non-technical audience



Understands the modus operandi of different humanitarian and development coordination mechanisms



Writes and drafts clearly different types of texts, including technical and project plans, documenting the profiling process, and final reports



Has sound project management skills, including creating work plans, budgeting and delegation of responsibilities



Is flexible and takes decisions in real time



Shows respect for and works efficiently with everyone, ensuring that all parties have a voice