COMPETENCY DOMAINS FOR PROTECTION INFORMATION MANAGEMENT
Competency is here defined as a set of skills, attributes and behaviors which are related to the successful performance for Protection Information Management

Skills	*Knowledge*	*Attitude*
Analyzes IM environment (threats, opportunity, strengthens, weaknesses) to inform methodology design and operational planning Understand and able to apply a community and rights based & participatory approach Proactively, critically and collaboratively assesses various stakeholders and initiatives to identify information requirements and to spot linkages Makes informed decisions on which systems are needed based on a comprehensive analysis of information requirements (and over time) Able to develop a principled PIM strategy and operational plan, and incorporate contextual risks, vulnerabilities and coping mechanisms within protection data analysis processes Ability to use existing and new technological solutions for information management and able to assess their appropriateness for different contexts Effectively uses quantitative and qualitative analysis as well as visualization methods, software and ability to produce and disseminate regular IM products tailored to appropriate audiences Experience in the effective design and implementation of data collection through interview, including in cross-cultural environments and complex security environments Ability to tailor data collection techniques to a wide variety of situations, including low tech environments Ability to establish partnerships with other sectors and to spot linkages and synergies for PIM systems with other processes Demonstrated skills in communication, and training and mentoring non-specialists in protection information management techniques	Demonstrated understanding of humanitarian and protection principles and their application Knowledgeable of key protection norms and standards and a holistic approach of protection and the ability to incorporate these into operational and technical solutions Experience working with displaced populations (including IDPs, refugees, asylum seekers, and returnees as well as civilians in areas of displacement) as well as a range of protection contexts, from emergency to protracted to return and recovery Is familiar with appropriate mapping and sampling techniques, as well as quantitative and qualitative data collection methods including data collection design Demonstrated knowledge and understanding of age, gender and diversity mainstreaming (AGDM) Is familiar with international norms, standards with regards to data protection Knowledge and understanding of monitoring and evaluation techniques – including different types of indicators - and how to apply them to protection information management Has a clear understanding of the humanitarian system, including phases of humanitarian response Understands the sensitivities around confidential information being handled and experience in sharing of information in a protection appropriate manner Familiar with the Project Management Cycle and has sound project management skills, including creating work plans, budgeting and delegation of responsibilities	Is able to set clear milestones, organizing work accordingly and monitoring progress Supports an inclusive and transparent approach to protection information management Is able to facilitate consensus on objectives and thematic focus of relevant protection IM system(s) Is able to scope and manage expectations of IM Proactively encourages engagement and contribution from partners to support PIM activities Effectively engages and communicates with communities in a responsible manner and is aware of AAP principles Proactively keeps people informed and communicates effectively with a variety of stakeholders – internal and external colleagues and between technicians and decision makers, translating technical discussions for a non-technical audience Disseminates the lessons learnt and good practices with colleagues locally and globally to support sustainability and knowledge management Cross-sectoral technical and non-technical communication ability; including the ability to affectively influence information management techniques of other sectors towards a protection based approach Able to work under high pressure, and able to prioritize multiple competing deadlines and tasks Able to clearly draft different types of technical documents