Ваш надійний помічник

Координатор з питань захисту та організаційної культури, Safeguarding and Culture Coordinator, 89200 грн.

Київ, 23 листопада

Компанія: The Mines Advisory Group (https://jobs.ua/company/id/1643191) (Всі вакансії)

Рубрики: Офісний персонал, Керівництво

Побажання до співробітника

Освіта:	повна вища
Досвід роботи:	обов'язковий
Графік роботи:	повний робочий день

Опис вакансії

MAG Ukraine

Position Title: Safeguarding and Culture Coordinator

Duty Station: Kyiv

Start Date: ASAP

Type of Appointment: Official employment under a fixed-term contract until 11.12.2026 with the possibility of extension.

Salary: 89 200 UAH gross per month (approx. 68 684 UAH net)

About MAG:

MAG is international organization who has been delivering explosive ordnance clearance and risk education globally for over 30 years in over 34 countries. MAG saves lives and builds futures by working with others to reclaim land contaminated with the debris of conflict, to reduce the daily risk of death or injury for civilians, and to create safe and secure conditions for development. MAG shared the 1997 Nobel Peace Prize as a founding member of the International Campaign to Ban Landmines for our work to ban landmines. Our vision is a safe and secure future for men, women and children affected by armed violence and conflict.

Our mission:

Since the Russian invasion of 24th February, Ukraine has been subjected to heavy artillery bombardment, missiles, and air strikes, as well as the use of landmines and cluster munitions. The scale of the conflict and the use of high impact and indiscriminate weapons requires an urgent and extensive response. MAG seeks to save lives and build safer futures by providing risk education to communities, to help them stay safe. MAG is also in the process of seeking accreditation to start conducting explosive ordnance disposal and demining activities in Ukraine, to save the lives of people affected by the conflict.

MAG strongly encourage people with disabilities to apply. We strive to provide an inclusive and supportive working environment where all employees feel respected and supported in fulfilling their potential.

MAG is an organisation that is approved as a critically important organisation for national infrastructure.

Responsibilities

- Monitoring of international and national standards, policies, and requirements in the field of prevention of sexual exploitation, abuse, and harassment (PSEA), safeguarding, and organizational culture;
- Analysis of procedures and regulatory acts, in particular donor requirements and internal MAG frameworks regarding safety and protection;

- Preparation and support of Memorandums of Understanding (MoUs), partnership agreements, and coordination documents within the safeguarding and culture portfolio;
- Support for processes aligning internal organizational practices with best international standards in protection, gender equality, accountability, and human rights;
- Interaction with relevant public authorities, humanitarian clusters, and participation in inter-agency coordination processes and networks (such as PSEA);
- Provision of expert and operational support to the safeguarding and organizational culture program of MAG in Ukraine;
- Ensuring compliance with donor requirements, including the preparation of specialized documentation, reports, and risk assessment materials;
- Preparation of expert opinions, analytical materials, training modules, and other documents within the framework of project implementation;
- Provision of advisory support on issues related to safeguarding program activities, compliance with the Code of Conduct, and the application of ethical standards;
- Identification and assessment of risks to organizational culture and safety within the project implementation, and preparation of recommendations for their minimization;
- Participation in negotiations, working meetings, and consultations with partners, donors, office representatives, and other stakeholders on safeguarding and culture issues.

Requirements:

- Higher education (Bachelor's or Master’s degree) in social sciences, law, human rights, international relations, or related disciplines;
- Minimum 2-3 years of significant professional experience in safeguarding, organizational culture/values, protection, gender, accountability, or related roles, ideally within a humanitarian or development organization in Ukraine or another challenging context;
- Thorough understanding of international safeguarding and protection standards, including PSEA, survivor-centred approaches, confidentiality, and ethical organizational culture;
- Understanding of processes related to the implementation of safeguarding policies, organizational culture building, and community feedback and complaint mechanisms (CHM / PSEA networks);
- Skills in preparing and supporting MoUs, conducting procedural analysis, developing training programs, and ensuring donor compliance;
- Experience participating in negotiations, training delivery, and working processes with internal stakeholders, donors, and external partners;
- Proficient PC user (MS Office) and professional software (Teams, SharePoint, etc.);
- Direct relevant experience coordinating or supporting safeguarding investigations, case management, or PSEA investigation certification is a strong advantage;
- Language proficiency:
  - Ukrainian — fluency;
  - English — Upper-Intermediate (B2) or higher.

How to apply:

This opportunity is available to Ukrainian nationals only. Interested candidates are invited to submit applications by submitting a CV and covering letter **in English** by **31 October 2026 but applications will be reviewed on rolling basis and position could be assigned prior to closing date if we find a suitable candidate.**

Due to the high volume of applications that we receive, we are not able to respond to every application. If you have not heard back from us within 3 weeks of applying, it means that your application has not been successful.

Please note that as part of MAG’s commitment to safeguarding, this post is subject to background checks before an offer of employment is confirmed.

MAG is committed to the principles of diversity, equality and inclusion. If you think you would be suited to one of our roles we would welcome your application regardless of your background. We strive to provide an inclusive and supportive working environment where all employees feel respected and supported in fulfilling their potential.

Контактна інформація

Телефон:	+38 (075) 169-14-78
Контактна особа:	ВеронікаЗаглян
Сайт:	https://www.maginternational.org/
Адреса:	вулиця Хрещатик