

Branch Development Delegate seconded to ICRC - Yemen

Are you looking for a challenge? Don't miss this opportunity to join our team in Yemen and be our new Branch Development Delegate.

The Yemen Red Crescent Society (YRCS) is the largest humanitarian organisation in Yemen covering the whole country. YRCS has a network of 22 branches, 7 sub-branches, 24 health centres, 515 staff and approximately 6'425 volunteers. As the only volunteer-based organisation with a countrywide presence in Yemen, YRCS has provided humanitarian assistance and support to vulnerable communities affected by conflict and natural disasters.

The primary role of the Branch Development Delegate will be to technically support the National Society Development (NSD) Coordinator of YRCS as his/her main counterpart and other relevant YRCS staff, using established Red Cross Red Crescent Movement tools and guidance as well as supporting in developing good practices. This entails supporting YRCS in developing and implementing Branch Development plans and strengthening its capacity. Secondly, an important role of the delegate will be to contribute to conducive Movement coordination in county in full alignment with YRCS priorities. Thirdly, the delegate will contribute to learning, documenting, and sharing of relevant experiences with regards to Branch Development support in areas affected by conflict and protracted crisis.

Given the focus on developing strong local branches that can support and strengthen vulnerable communities in times of conflict, disaster, and everyday hardship, the delegate will need to travel extensively within the country.

The position is contracted by the Danish Red Cross (DRC) and managed through the ICRC. The Delegate will be incorporated into the ICRC Yemen delegation and will follow the ICRC Code of Conduct, Security management as well as other standard operation procedures of the ICRC. The DRC will be responsible for the technical supervision of the delegate, in line with the provisions in the ICRC-DRC Global Thematic agreement and DRC's Localisation approach. The delegate will also be part of the DRC Community of Practice on Branch Development, contributing to Movement-wide development efforts and sharing of knowledge and learning on Branch Development in fragile and conflict affected contexts.

Responsibilities

Some of the key responsibilities of the Branch Development Delegate:

- Support YRCS in defining and implementing a Branch Development roadmap.
- Support the analysis of existing assessments as well as the prioritization, design, and implementation of Branch Development initiatives based on local context
- Provide close mentoring and technical support to relevant staff of YRCS to further enhance their technical skills/capacity in the areas of Branch Development
- Facilitate relevant branch and volunteer development workshops/trainings/processes etc.
- Support rollout and implementation at branch level of National Society standards relating to organizational and volunteering development
- Work in close collaboration with the IFRC and other relevant Movement Partners supporting branch development in YRCS to promote a harmonized, coordinated and complementary YRCS-led approach to Branch Development.
- Support YRCS in capturing and promoting good practices and lessons learned in branch development to foster institutional learning
- Support YRCS in reporting on branch development initiatives taking place at branches as required.
- Contribute to reporting to ICRC/ DRC and other partners in accordance with yearly planning cycles and Standard Operational Procedures including reports to back-donors as relevant.
- Actively participate in YRCS-Movement coordination forums related to NSD and Branch Development.
- Participate in relevant forums within the DRC and ICRC, including regular meetings with the DRC NSD Specialist and the Branch Development Working Group, to contribute to Movement-wide learning on Branch Development and Volunteering.

Experience and qualifications

- Academic degree in social science, organizational development, international development,

international relations or similar

- Minimum 6-9 years' work experience in a field relevant to organisational development and/ or capacity development– in particular within branch and volunteer development (Experiences from ICRC, National Society or International Federation of Red Cross and Crescent Societies is considered an asset).
 - Proven credibility in relation to organisational development and capacity enhancement, change management and related aspects.
 - Experience in systematic capacity strengthening
 - Experience in applying a systems thinking approach to change management
 - Experience in fostering and facilitating sustainable change
 - Experience in facilitation of participatory workshops, meetings etc.
 - Experience in project/ programme management
 - Excellent command (spoken and written) of English. Ideally knowledgeable in Arabic.
 - Computer proficiency.
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- We expect that you have such skills as Trust and relationship building; cultural sensitivity; adaptability; team-player; patience; listening skills; good communicator.
 - To be able to take up the position you need to be able to obtain a visa to Yemen
 - The position will be based in Sana'a, with frequent in-country travels

Employment Conditions

The ideal starting date is 01.01.2026 depending on visa. There is a 3-month probationary period, and the total length of the initial contract is 12 months with the possibility of extension.

Yemen is a non-family duty station with a 7-day Rest and Recuperation break permitted after every 6 weeks in-country. The R&R calculation for each Duty Station should be reviewed by the Country Manager or Security Focal Point at a minimum once a year. It can however be reviewed at any time if the context changes (either better or worse). Sana'a is considered within ICRC a "hardship level 3" station.

Further information

If you have questions about the position, please write to Jacob Ingelgren, NSD specialist, jaing@rodekors.dk, or Nicholas Mbusya, Country Manager, nimbu@rodekors.dk or see the [job description](#).

The deadline for applications is 12.09.2025.