

## WHAT WE OFFER

### BASIC CONDITIONS

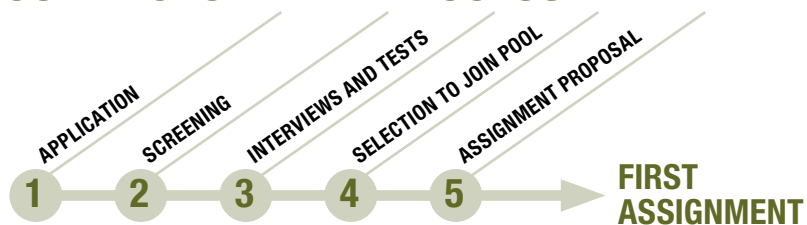
- Open-ended contract with a minimum assignment of two years
- Annual salary: 83,700–126,100 Swiss francs, with a 13th month's salary
- Competitive pension plan
- Medical and accident cover
- Annual paid leave: 20–27.5 days
- Accommodation provided
- One paid return ticket home every year
- Career opportunities within the ICRC
- ICRC staff integration course, professional induction course and an exposure/shadowing assignment in the field
- Other ICRC training courses throughout your career

### SPECIFIC BENEFITS

- All assignments are categorized into four levels of hardship, some of which are compensated with **financial incentives and extra leave**.
- Both non-family and accompanied positions are available.
- For family postings:\*
  - 1) **Children's schooling** paid up to secondary school level, until the age of 20
  - 2) **Individual accommodation** provided for you and your family.

**\*All Armed forces and non-State armed groups delegates delegates are considered non-accompanied for the first six months of their first assignment, even for family postings.**

## OUR RECRUITMENT PROCESS



## YOUR CAREER OPPORTUNITIES

**ARMED FORCES AND NON-STATE ARMED GROUPS DELEGATE**

### HEADQUARTERS

- Specialist adviser
- (Deputy) head of unit

### FIELD

- Country delegate
- Regional delegate
- Regional coordinator

Do you want to learn more about our recruitment process and working conditions?

Visit our careers website:  
**[careers.icrc.org](https://careers.icrc.org)**

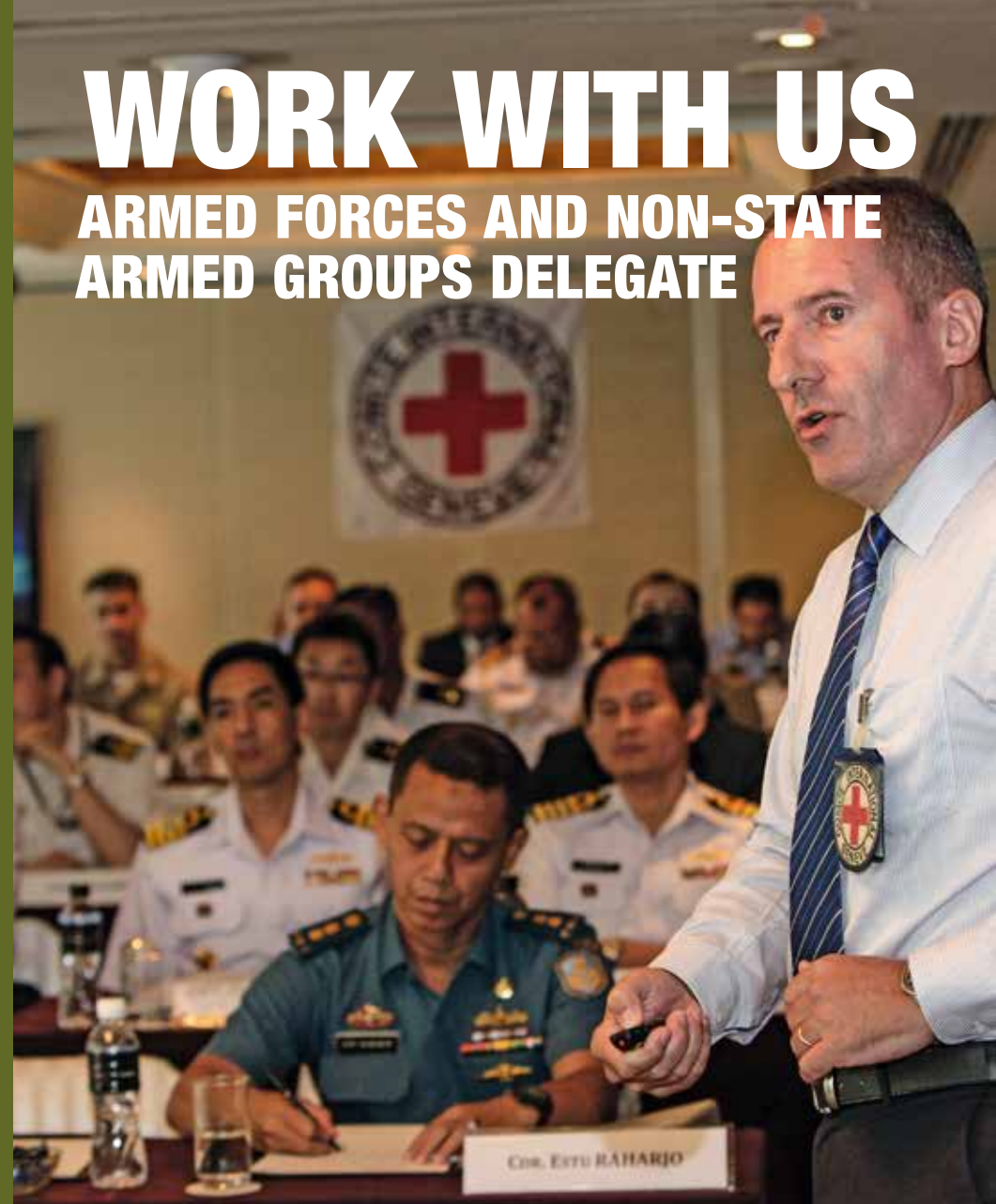
Or find us on LinkedIn:  
**[linkedin.com/company/icrc](https://linkedin.com/company/icrc)**



**ICRC**

# WORK WITH US

## ARMED FORCES AND NON-STATE ARMED GROUPS DELEGATE



Cover photo: D. Pignatelli/ICRC

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**ICRC**



T. Stoddart/ICRC

## SUPPORT OUR HUMANITARIAN OPERATIONS

Militaries and armed groups play a central role in armed conflict and other violence, which is why the International Committee of the Red Cross (ICRC) works to ensure respect for the lives, safety and dignity of the people affected. Maintaining a dialogue with these groups is an integral part of our operations around the world because our aim is to limit human suffering.

We communicate with militaries and armed groups so that they know and apply the law of armed conflict and other fundamental rules in their operations. By increasing combatants' understanding and acceptance of our mandate and mission, we can gain access to victims and improve the security of our staff. We use our armed forces and non-State armed groups delegates to support this essential dialogue.

## TRANSLATING LAW INTO PRACTICE

Our delegates use their extensive experience in the planning and conduct of military operations to help armed forces and non-State armed groups analyse the operational implications of the law. Delegates also help them identify practical mechanisms and measures to ensure they comply with the law, which prevents or limits the humanitarian consequences of the conflict. We call this approach "integrating the law" and we advocate incorporating this approach at all levels – including in policies, education, training and equipment, and the sanction system.

In addition, our armed forces delegates may, alongside our specialists in pro-

tection, engage in confidential dialogue with members of armed forces or groups in order to address specific issues of humanitarian concern and to recommend concrete measures to reduce suffering.

The value of our armed forces delegates lies in their ability to increase the ICRC's understanding of armed groups. Our delegates are also in a unique position to provide expert practitioner analysis and to engage groups in practitioner-to-practitioner dialogue, which can bring about positive and sustainable behaviour change.



M. Kober/ICRC

## WE NEED MID- TO SENIOR-RANK MILITARY OFFICERS

We are looking for former mid-to senior-rank military officers, ideally from lieutenant-colonel to colonel or equivalent, with at least 15 years' professional experience and the ability to operate at strategic, operational and tactical levels.

Candidates should have a solid understanding of the law of armed conflict and its practical application, together with significant operational

experience in the planning and conduct of military operations, preferably at joint level. Candidates should also have been deployed for a minimum of one year on operations in conflict areas.

Candidates must demonstrate a strong motivation to work in the humanitarian sector and be able to operate under pressure and in a potentially dangerous environment.

### OTHER REQUIREMENTS:

- Military staff college or master's degree
- Fluent in **English** and at least one of the following languages: **French**, Arabic, Russian or Spanish
- Available for a minimum of **two years** for a field assignment
- Excellent interpersonal, communication and presentation skills
- Willing to accept any assignment offered, including **non-family assignments** in countries with high security risks
- A **valid manual driving licence**
- Good health status

*By joining the ICRC, you will have an opportunity to use your professional experience in stimulating, complex and challenging environments, where your work can really make a difference.*



ICRC DELEGATE



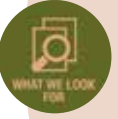
WHAT WE LOOK FOR



WHAT WE OFFER



ICRC DELEGATE



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