

**Title:** Capacity Building Coordinator/Field assistant  
**Sector:** Capacity Building, Training of Trainers in GBV sector.  
**Location:** 70% Mogadishu, 30% Nairobi.  
**Duration:** 9months (3 months probation), with the possibility of extension up to 36 months  
**Closing Date:** 14/04/2013  
**Start of Contract:** 20/04/2013

### **BACKGROUND ON SOCIAL NORMS AND COMMUNITY BASED CARE PROJECT**

This project is the pilot of a three year programme titled *"Social Norms and Community-based Care Programming in Humanitarian Settings: Building 'Good Practice' Approaches for Response to and Primary Prevention of Sexual Violence against Women and Girls Affected by Conflict"*.

The project aims to advance and implement approaches to primary prevention of and response to GBV, especially sexual violence against women and girls affected by conflict and disaster that will include the development of evidence-based 'good practices'. An important focus will be on strengthening positive social norms (including going beyond the typical approach of changing knowledge, attitudes and practices) that protect women and girls from violence and leveraging societal dynamics to change social norms that serve to hide or actually encourage forms of violence. The social norms perspective applied throughout the project will promote the establishment of self-sustaining social rules that are upheld by social rewards and punishments that will eventually be further reinforced through legislation, policies and the concrete activities that support communities.

For comparative purposes an intervention and control design (drafted from UNICEF Headquarters & John Hopkins University), modified to the identified local contexts, will be used. This will allow the measurement of change in service uptake associated with sexual violence in areas covered by trained CHWs as well as to assess changes in social norms associated with the sustained use of sexual violence by men and boys against women and girls.

## KEY RESPONSIBILITIES

- Under the direct supervision of the Project Manager, to assume primary responsibility for the coordination at field level of all planned intervention, and ensure compliance with the project tools, work plan and spending plan;
- Within the Somali Advisory Group, to revise and adapt to Somalia and Mogadishu context the project developed tools related to service provision, sensitization and M&E of the intervention;
- To assume primary responsibility for the Capacity Building Component of the project, its management and implementation, and ensure compliance with the project tools, work plan and spending plan;
- Under the supervision of PM, to design a mobilization strategy to reach out key community actors to be involved in the capacity building component of the project;
- To liaise with other sectors to design and adapt to Somalia and Mogadishu context the project tools related to trainings and mentoring for health, education, Psychosocial, justice and legal partners/stakeholders with the support of the capacity building team in the field;
- To identify training needs and develop training ToRs;
- To liaise with other capacity building initiatives in each target district;
- To develop certifications instruments;
- To develop mentoring plans;
- To develop pre, progressive and post tests;
- To define the criteria for the selection of participants to the capacity building initiatives;
- To develop tools to collect attendance data disaggregated in a gender and age manner;
- To develop tools to monitor the impact of the capacity building initiatives;
- To promote and facilitate participation of beneficiaries with special needs;
- To ensure their timely translation in Somali and the effective implementation of trainings and mentoring activities in the field;
- To collect and consolidate reports and updates on training and capacity building events, including pictures, good practices, lessons learnt;
- To support the recruitment of the capacity building team (3 Officers: GBV, Health and Psycho Social Capacity Building Officers);
- To supervise and manage the field capacity building team;
- To build the capacity of the training team in Mogadishu (TOT) to ensure proper understanding of the project training plans and materials, their timely and efficient implementation and overall understanding of the project objectives and outcomes;
- To ensure active collaboration, information sharing and joint meetings between the programme, local authorities and other stakeholders to identify and strengthen support for project activities;

- Any other task identified by the supervisor.

#### **REQUIRED QUALIFICATION AND COMPETENCIES:**

- Master Degree in Education, Sociology or Social Sciences.
- At least one year experience in working in the humanitarian setting with and international NGO.
- Demonstrable experience in conducting and supervising training activities (TOT) in project relevant fields (health, Education, GBV, PSS).
- Excellent spoken and written English and Somali and ability to write documents and reports.
- Strong analytic skills.
- Strong computer skills: must be competent in the use of Windows, MS office programs (Word, Excel, Powerpoint).
- Proven leadership, problem solving and conflict management skills.
- Proven ability to work in a multidisciplinary team.
- Excellent communication skills.

#### **DESIRABLE COMPETENCIES**

- Familiarity with social norm changes approaches.
- Experience in working within programmes targeting minors.
- Past experience in GBV sector.

#### **HOW TO APPLY**

Send motivation letter and CV with at least 3 references to the following email addresses:

[nairobi@gritalia.org](mailto:nairobi@gritalia.org) and [kaburu@cisp-nairobi.org](mailto:kaburu@cisp-nairobi.org)

Please note that only short-listed candidates will be contacted. CISP/GRT could consider your CV for other positions.