

JOB VACANCIES IN THE CAPACITY BUILDING/GBV PREVENTION SECTOR

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.

Title: Capacity Building Manager
Sector: Capacity Building, GBV.
Location: Mogadishu.
Duration: 9 months (3 months probation), with the possibility of extension up to 36 months
Closing Date: 15/04/2013
Start of Contract: 25/04/2013

KEY RESPONSIBILITIES

- To assist in the implementation of the Capacity Building Component of the project, its management and implementation at field level, and ensure compliance with the project tools, work plan and spending plan;
- To support the capacity building coordinator to supervise the capacity building team (1 health CB officer, 1 PSS CB officer, 1 GBV CB officer) in order to organize and conduct theoretical and practical trainings on GBV, awareness and project related issues for the Community Discussion Leaders (CDL), organize CDL monthly meetings (including case sharing and training refreshers), promote meetings for Community Health Workers (CHW) and Community Case Workers (CCW);
- To promote the CDL mentoring in the field ;
- To support the M&E process in the field;
- 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:

- Degree in Social Work or Social Studies.
- At least one year experience in working in the humanitarian setting with an international NGO;
- Demonstrable experience in conducting and supervising training activities in Awareness and/or GBV;
- Excellent spoken and written English and ability to write training materials 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.
- Knowledge of Somalia and/or Somali language will be an added value.
- Past experience in GBV sector.

Title: Capacity Building Officer
Sector: Capacity Building
Location: Mogadishu.
Duration: 9 months (3 months probation), with the possibility of extension up to 36 months

Closing Date: 15/04/2013
Start of Contract: 25/04/2013

KEY RESPONSIBILITIES

- To conduct theoretical and practical trainings and initiatives on GBV prevention/response, Psychosocial Support and Community Health Education for Community Discussion Leaders (CDL), Community Health Workers (CHW) and Community Case Workers (CCW);
- To support the identification and mobilization of the beneficiaries of the capacity building initiatives;
- To support the identification of training needs;
- To support the linking with other capacity building initiatives in each target district;
- To utilize all the tools in terms of pre, progressive and post training tests;
- To collect attendance data disaggregated in a gender and age manner;
- To collect data on the impact of the capacity building initiatives;
- To promote and facilitate participation of beneficiaries with special needs;
- To provide reports on the capacity building initiatives, including pictures, good practices, lessons learnt;
- Any other task identified by the supervisor.

REQUIRED QUALIFICATION AND COMPETENCIES:

- Diploma or certificates related to Social Work, Social Studies or Public Health.
- At least one year experience in working in the humanitarian setting with an international NGO;
- Demonstrable experience in conducting and supervising training activities in Awareness and/or GBV;
- Excellent spoken and written English and Somali and ability to write training materials and reports;
- Strong training 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 and kaburu@cisp-nairobi.org

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