

Job Vacancy - Psychosocial Support and Counseling Expert

Title: Psychosocial Support and Counseling Expert

Sector: Protection and Education

Location: Somalia (Mogadishu) (70%)/ Kenya (Nairobi) (30%)

Duration: 10 months until 31/12/14 (3 months probation) with the possibility of extension

Closing Date: 27/02/2014

Start of Contract: 10th/03/2014

Scope of work:

For the Protection and Education programme, CISP is looking for a Psycho Social Support and Counseling Expert who will supervise, train and monitor all activities related to psychosocial support and counseling for CISP's programmes in Somali.

Tasks

- Supervise and support staff of the CISP protection team in delivering quality PSS services (including on the job-training).
- Train and mentor CISP education staff on delivering and monitoring girls' clubs, child clubs, PSS, and recreational activities at schools.
- Collect resources and material on PSS activities, counseling, emotional first aid, and gender-sensitive education.
- Assess capacities of the counselors at MCH and design training plan.
- Design training on counseling skills, PSS services and emotional first aid, based on best practices and existing literature.
- Training and continuous mentoring of counselors regarding counseling skills for adults and children (for counseling and PSS-support at MCH- and school level), with a particular focus on GBV.
- Training and continuous mentoring of Case Managers to provide Psycho Social Support to survivors of GBV, as well as to design case-plans, carries out follow-ups and close cases.
- Training and continuous mentoring to teachers, nurses, CHW and CCW regarding emotional first aid and identification of protection concerns.
- Setting up referral pathways at school for children with protection needs.
- Design implement, and continuously adapt a manual of PSS activities for girls and boys clubs in schools. Adapt existing tools to Somali context. PSS activities aim at designing a more child- (boy and girl-) friendly environment at the schools, allowing children to participate, have fun, build their self-esteem, and share amongst each other.
- Supervise PSS services for pupils in school; ensure the availability and quality of PSS and counseling services in schools supported by the Education programme.
- Attend MHPSS and Child Protection working group meetings in Nairobi and Mogadishu.

- Attend MHPSS training as a ToT; train CISP staff on the same.
- Design activity modules for girls' clubs as needed.
- Design and implement training of girls' clubs leaders.
- Provide regular support visits to girls clubs.
- Supervise and support training of female teachers on mentoring girls' clubs and provide continuous follow-up support.
- Ensuring quality of PSS and counseling throughout CISP Somalia programmes.
- Identify operational/technical and management problems arising during the implementation of the project activities by CISP and its implementing partners and report to the responsible line manager in the organisation to ensure timely action is taken.
- Supervise stress management and prevention of secondary trauma within CISP.

Desired specialized knowledge and skill:

- Person-centered approach, child development theory, Bio-Psycho-Social model, Basic elements of human development theory, Theory and methods in relation to the counseling process such as the use of self awareness in a counseling session; knowledge of group counseling and family counseling; "Debriefing" techniques, Burn-out theory; Counselor's Code of Ethics; alternative discipline; girl-friendly education.

Required qualification and competencies:

- Degree in psychology, sociology, pedagogy, or social work
- Experience working with or giving care to children
- Experience working with vulnerable people
- Experience in conducting and supervising training activities
- Strong narrative and financial reporting skills
- Communicating with children, child-friendly interview techniques
- Able to recognize the needs and the psychological consequences of children in especially difficult circumstances (IDPs, conflict-affected population, disabled children, orphans)
- Sensitive to Somalia culture and able to adapt counseling techniques to the context
- Empathic and non-judgmental personality
- Fluent in Somali and English
- Proven leadership and problem solving skills in the field
- Proven ability to work in a multidisciplinary team
- Excellent communication skills
- Excellent English writing skills
- Strong analytic skills
- Strong computer skills: must be competent in the use of Windows, MS office programs (Word, Excel, Powerpoint), and able to adapt databases and tools to CISP projects.

Desirable Competencies

- Experience working in humanitarian settings with an NGO or UN agency
- Experience working in schools
- Experience working in a medical environment

How to apply:

Send a motivation letter (1 page) and CV written in English including 3 references to the following email address: cispmog.vacancies@gmail.com. The deadline for all applications is the 27th of February 2014.

Female candidates are encouraged to apply.

Please note that only shortlisted candidates will be contacted. The selection process will consist of two interviews and an assessment exercise. CISP could consider your application for other positions.

CISP is strongly committed to ending Child Abuse, all forms of Sexual Exploitation and Abuse, and to building a work environment that is safe and welcoming for all, where Sexual Harassment does not take place. The desired candidate for any position should share and support this commitment in all aspects of their personal and professional behaviour. Any history implicating that the applicant has a history of Child Abuse, Sexual Exploitation and Abuse, or Sexual Harassment, is a reason for excluding him or her from employment with CISP.