ANNEX HR-3.2

JOB VACANCY ANNOUNCEMENT FORM

Title: Capacity Building Officer (Community Engagement)

Ref N: **CISP-CC01-7/2021\_SOM**

Sector: Program

No. of positions: 1

Location of work: Somalia

Reports to: Community Engagement Focal Point

Start of work: August 2021

Duration: 1 year (renewable)

BACKGROUND INFORMATION:

CISP is an equal employment opportunity employer with its Headquarters in Rome.

**About the Project**

Communities Care is an innovative and exciting programme developed by UNICEF with an aim to prevent sexual violence against women and girls in communities affected by conflict; by working with these communities to transform social norms – reshaping norms that promote sexual violence into norms that promote dignity, equality and non-violence.

The programme was piloted in 2013 in Somalia by CISP for a period of 3 years and later rolled out across Somalia regions since 2016. In 2017, CISP was engaged by UNICEF to mentor and support its 11 implementing Partners in Scaling-up of Community-Care component in 16 locations in South Central, Puntland and Somaliland.

**CISP Somalia**

CISP launched its activities in Somalia in 1983. Since then, CISP has provided continued support in Benadir region, in the Galmudug State and other areas of the country. CISP’s experienced field teams are based in the coordination office in Mogadishu and in its main project locations, Galkayo, Dhusamareb, Elder and Harardere.

CISP is also working through local partners in the following locations: Kismayo (CEDA), Baidoa (SCWRW), Barawe and Marka (OSPAD), Beletxawo and Luuq (SEDHURO), Iskushuban (SHILCON), Bossaso (TASS), Hargeisa (CCBRS), Beletweyne (HIWA).

CISP support Emergency, Education, Health and Nutrition, Protection, Livelihoods and Arts and Culture for Change programs.

**Scope of Work**

CISP in partnership with John Hopkins University (JHU) has been implementing UNICEF’s Communities Care: Transforming Lives and Preventing Violence program in Somalia since 2012. The program was piloted for four years and after promising outcomes in the pilot phase, UNICEF together with CISP and JHU agreed to scale-up the program to other regions in Somalia to prevent sexual violence and other forms of GBV, hence promoting safer and healthier communities.

For the current engagement, CISP will be transferring skills and expertise of catalyzing change through discussions to local NGOs and government officials. This aims to build a sustainable cohort of local organizations and government authorities in Somalia who understand the theory of social norms change and can implement the Communities Care Program throughout Somalia. CISP will also develop an impact monitoring system for the CC program across Somalia and build capacity of UNICEF partners’ staff on how to monitor and report their progress and impact in the areas of intervention.

Role and Responsibilities

The Capacity Building Officer (Community Engagement) for the CC program will be responsible for carrying out the following tasks:

* Support the Community Engagement Team Lead to develop a clear and concise community engagement plan for the entire program, that includes providing mentoring and support to UNICEF implementing partners and government officials on part 4 of the CC toolkit (facilitating CC dialogues).
* Travel to project intervention areas to mentor and support implementing partners in identification and engagement of key stakeholders in the respective communities for effective implementation of community dialogues.
* Provide continuous skills transfer to implementing partners on challenges, best practices, and learnings from previous experiences of the CC program during mentoring and training sessions. This also includes supporting partners to collect community feedback and complaints and respond in a timely and ethical manner.
* Travel to project areas to mentor and support implementing partners staff to carry out part 4 of the toolkit that entails formation of discussion groups, engaging local authorities, conducting public declarations, and carrying out community-led actions in the areas of intervention.
* Prepare activity reports that highlight the field observations, and areas of improvement for the partners and share with team lead in a timely manner.
* Support the team lead to mentor local NGOs in forming lasting relations between the project, communities involved and corresponding government ministries. This will support partners in achieving project ownership and sustainability in the areas of intervention.
* Perform any other duties as may be reasonably required and in line with the scope of work described above.

Profile Required

**Educational:**

* University degree or advanced diploma in community engagement, social work, development studies, population studies, anthropology, or any other relevant areas of training
* Training and proficiency in computer packages (MS Office - Word and Excel)

**Technical / Professional:**

*Required*

* Minimum of 2 years progressive experience in conducting community engagement activities in Somalia
* Minimum of 2 years working in protection programs implementing protection (GBV) activities in Somalia
* Maturity and confidence in dealing with high-ranking community leaders and government officials
* Excellent communication skills
* Demonstrated ability to respond positively to critical feedback and differing points of view

*Desirable*

* Open to change and ability to manage complex situations
* Remain calm, in control and good humored even under pressure
* Practical experience in implementation of UNICEF’s Communities Care program in Somalia
* Good knowledge of UNICEF’s Communities Care toolkit (especially part 1 and 4 on social norms change theory and facilitating community dialogues)

*Including*

* Have a valid certificate of good conduct.

**How to apply:**

Interested and qualified persons, with the required experience are invited to submit their application to Human resource [hr.somalia@cisp-ngo.org](mailto:hr.somalia@cisp-ngo.org) by close of business on or before: 4**th August 2021, @5PM EAT.**

**Email subject**: “Application for the position of Capacity Building Officer (Community Engagement) in Somalia”.

Application to include ALL of the following:

* CV (not exceeding 4 pages), including 3 references.
* Cover letter (1 page maximum)

Please note only shortlisted candidates will be contacted.

For more information about CISP, please visit [www.cisp-ngo.org](http://www.cisp-ngo.org).

*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.*