**JOB DESCRIPTION- COMMUNITY CHANGE OFFICER OF SHE BELLONGS IN SCHOOL PROJECT**

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| **JD Unique ID:** |  |
| **Job Title:** | Community Change Officer - She belongs in School project |
| **Company:** | Self Help Africa / United Purpose  |
| **Location:** | Mecanhelas, Niassa  |
| **Contract type:** | Full time- 1 year contract (renewable by 2026) |
| **Salary:** |  |
| **Organisation overview:** | **About Self Help Africa & United Purpose** In late 2021 Self Help Africa (SHA) and United Purpose (UP) merged. The two organisations – one headquartered in Ireland and the other in Wales – implement projects to end extreme hunger and poverty. In early 2023 we launched a new five-year organisation strategy, which defines shared mission as the alleviation of hunger, poverty, social inequality, and the impact of climate change through community-led, market-based, and enterprise-focused approaches, so that people can have access to nutritious food, clean water, decent employment, and incomes, while sustaining natural resources. Our wider organisation also includes social enterprise subsidiaries Partner Africa, which provides ethical auditing and consultancy services, TruTrade, an innovative trading platform in Kenya, and CUMO, Malawi’s largest micro-finance provider. This is an exciting time to join us as we unite two like-minded and entrepreneurial organisations seeking to tackle the global challenges in progressive and innovative ways. |
| **Job Purpose:** | As part of the implementation of the She Belongs in School program, a consortium between Save the Children - SC and 4 other partners (AJODEMO, UATAF, Progresso, United Purpose/SHA) is underway in the provinces of Nampula (districts of Muecate, Membe, Erate and Nacaroa) and Niassa (districts of Cuamba, Mandimba and Mecanhelas) with the main objective of changing harmful norms, practices and behaviors that contribute to gender inequality and girls not attending school. United Purpose/SHA is hiring a Community Change Officer to support this component for United Purpose/SHA in Mecanhelas until the end of the project implementation period. |
| **Key Responsibilities:** | * Provide training, capacity building and technical assistance to project participants;
* Plan and coordinate the assessment of girls’ empowerment needs in the communities involved in the programme;
* Engage with key local stakeholders and ensure effective coordination for the implementation of activities;
* Facilitate awareness raising and training of community groups and volunteers on the issues of girls’ empowerment and behaviour change;
* Ensure greater engagement and regular interaction with traditional authorities;
* Ensure that girls’ safeguarding and protection aspects are safeguarded and integrated into all activities within the community;
* Support and influence community groups to make the best decisions on girls’ education and empowerment;
* Represent United Purpose in relevant forums as well as in meetings on girls’ empowerment at the local level.
* Prepare and submit required reports;
* Ensure work is carried out according to schedule, and report any causes of delays;

**Accountability** In line with Self Help Africa’s commitments under the Core Humanitarian Standard (CHS): * actively promote meaningful community participation and consultation at all stages of the project cycle (planning, implementation, M&E);
* work with relevant colleagues to ensure that the Community Feedback and Response Mechanism (CFRM) is functional and accessible, that feedback and complaints are welcomed and addressed;
* work with relevant colleagues to ensure that information about CFRM, safeguarding and expected staff behaviour is disseminated among programme participants and communities.
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| **Key Relationships:** | **Internal: CD, DCD, MEL Manage, Project coordinator****External; Local government, program participantes** |
| **Knowledge, Experience and Other Requirements** | * Diploma or secondary level of education in the area of ​​Education;
* Minimum of 2 years' experience in implementing community development or girls' education programs;
* Basic knowledge of the National Education Sector Strategy, MINEDH Gender Strategy (2016-2020) and the 2009 Child Rights Promotion and Protection Act.
* Knowledge of participatory community development methodologies and community engagement is an advantage;
* Solid knowledge of gender, prevention of gender-based violence and inclusion of girls in the decision-making process;
* Information gathering skills;
* Knowledge of the internet and Microsoft Windows;
* Fluent in local language and Portuguese;
* Practical knowledge of rural areas and the context of Mecanhelas district will be an advantage.
* Committed to the principles that underpin safeguarding and to conduct self in line with the expected behaviors outlined in the Code of Conduct and Child and Adult Safeguarding Policy – do no harm.
* Know what to do if there are concerns about child or adult abuse, harm and neglect, including local policies and procedures around who to contact, where to obtain further advice and support, and have awareness of how to raise concerns.
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Self Help Africa is an international development charity, and is committed to the safeguarding of all those who we come into contact with or through our work. We are committed to preventing any type of unwanted behaviour relating to our work including sexual harassment, exploitation and abuse, lack of integrity and financial misconduct; and we are committed to promoting the welfare of children and the people we aim to assist with whom Self Help Africa engages. Self Help Africa expects all staff and volunteers to share this commitment and uphold the values and behaviors outlined in the [Code of Conduct](https://selfhelpafrica.org/ie/wp-content/uploads/sites/4/2023/12/Self-Help-Africa-Code-of-Conduct-2023_Final_English.pdf) and [Child and Adult Safeguarding Policy](https://selfhelpafrica.org/ie/wp-content/uploads/sites/4/2023/12/Self-Help-Africa-Child-and-Adult-Safeguarding-Policy-2023_Final_English.pdf), inside and outside of work hours. We place a high priority on ensuring that only those who share and demonstrate our values are recruited to work for us. Recruitment to all roles in Self Help Africa may include, and be subject to, a criminal records self-declaration, references, and other pre-employment checks, which may include police and qualifications checking. Self Help Africa is committed to the principles of the Misconduct Disclosure Scheme and will request information from previous employers about any findings of sexual exploitation, sexual abuse or sexual harassment during employment. By submitting an application, the applicant confirms her/his understanding of these recruitment procedures.

Research shows that women and those from marginalized ethnic groups are less likely to apply to jobs unless they meet every single requirement. If you’re excited about this role but your experience doesn’t align with every criteria described, we encourage you to apply anyway, you could be exactly what we need!

**Self Help Africa/United Purpose strive to be an equal opportunities employer.**

**How to apply**

 Qualified and interested candidates who meet the stated requirements must submit a completed Application Form. The completed application form should be uploaded, together with the Cover letter, Curriculum Vitae and Copies Certificates saved in your name, to this link https://selfhelpafrica.org/ie/careers apply/?jbcd=500QD00000IE0ty%20 %20WASH%20and%20Waste%20Enterprise%20&%20Systems%20Strengthening%20Project%20Coordinator%20( 65164 No hard copies / physical applications will be accepted. Please note zipped Folder will not be accessed. Closing date for the receipt of completed application forms is 12:00 Midnight of 16th August 2024. Only short-listed candidates will be contacted. For more information about the organization, please visit our website at [www.selfhelpafrica.net](http://www.selfhelpafrica.net) and additional information about the post Job Ana.Alzira@united-purpose.org e Uaite.Cuche@united-porpose.org