|  |  |  |  |
| --- | --- | --- | --- |
| Job title: | **Safeguarding Officer** | | |
| Job family: | Ensure community led safeguarding among the beneficiaries thought the program period Support establishment of safety nets for youth Assess risks and provide preventing actions. Share community led reporting mechanisms  The Safeguarding Officer will support project Youth Inclusive Dairy Market Support (YIDaMs) team by systematically ensuring the safety, dignity, and meaningful access of project participants is protected and that project activities do not unintentionally increase participants exposure to protection risks. As part of this, the Safeguarding Officer will implement preventive measures to ensure project participants (youth) as well as staff are protected from harassment, exploitation, and abuse. The projects will directly serve over 50,000 project participants under YIDaMs. Key accountability staff are required to ensure projects are consistently responsive to Project participants needs and that any safety concerns are quickly addressed. | | |
|  | | |
| Dept./Team: | Programmes | | |
| Reporting to: | Project Manager | Location: | Mbarara |

|  |
| --- |
| Job purpose: |
| Safeguarding Officer will assist project implementation by supporting in safeguarding/protection mainstreaming trainings, working with Project team and partners to assess and build their safeguarding capacity, and strengthening internal and external awareness of project services and feedback channels. Your communication and partnership skills will ensure that the project consistently apply safeguarding best practices in all project activities as to continually improve the benefits of the project and programming for those we serve. |

* In coordination with the project team, design and facilitate capacity building events on protection mainstreaming and safeguarding for project staff, community stakeholders, and partners and project participating youth.
* Liaise closely with project partners to ensure their full involvement in the identification of safeguarding capacity building needs and related action plans for improvement.
* Coordinate communication and facilitate information sharing among the project team, implementing partners, and project participants to assist in strengthening the community interest and involvement in safeguarding initiatives.
* Support the coordination and monitoring of gender and social inclusion and as well safeguarding project activities at the field level, ensuring implementation schedules are met as per the detailed activity plan, and that adherence gender and safeguarding lens for quality project implementation and protection of the participating partner.
* Compile data provided at the community level as per project requirements and contribute to the preparation of reports.

Key accountabilities:

|  |
| --- |
| Learning & skills |
| Learning & skills.  Masters degree in a directly related field. • Bachelor’s Degree in Development Studies, Social Works and Social Administration, entrepreneurship or any humanitarian studies. 8 years of safeguarding and gender Experience in mainstreaming gender in livelihood programming and 4 years in youth skilling  • Additional education may substitute for some experience. • Training and Facilitation experience preferred. • Partnership experience strongly preferred • Computer skills required |
| Creativity & reasoning |
| The role requires a good understanding of youth skilling, dairy value addition, gender mapping along the value chain, Gender analysis, use of participatory approaches, community and rural development, business development and linkages to business development services |
| Communication & interaction |
| The role requires clear communication skills. One should be able to clearly communicate to the stakeholders the project goal and outcomes. He/she should be able to creatively prepare clear reports that show the project progress.  The role requires interaction with the implementing team, communities, private service providers and local government authorities. One should be able to quickly learn the culture of the community to support their ability to interact. He/she should have a good problem-solving approach and conflict resolution at individual and community level |
| Stewardship |
| The role should have good level of computer literacy and demonstrated ability to capture data/information using different advanced computer software, produce computer-based reports, read and interpret monitoring data presented through spread sheets and interact and respond appropriately to other Ripple Effect countries through IT media |
| Judgements & actions |
| The role works within broad guidelines that include capacity building & networking among others and thus should be able to plan their time accordingly to ensure all areas are supported. The role involves high level of interaction with staff and other project actors for effective technical and advisory role.  One should be able to clearly judge impact and uptake of quality markets and linkages approaches among the community beneficiaries avoiding risky situations that put staff and project participants at risk and ensuring safe spaces for both boys and girls, PWD and PoC’s. Business models being promoted should be impactful and simple enough for project participants to adopt. |
| Working environment |
| To enhance close supervision, the role requires presence in the field monitoring and building capacity up to 60% of the time and the rest would be consumed in building networks for purposes of targeting quality markets.  Occasionally the role may be exposed to stressful conditions during travel in the field traversing the project area while providing supervision and other support. |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Job Title: | Safeguarding Officer | | |
| Contract Type: | Fixed term | Hours: | 40/week |
| Location: | Mbarara | Days: | 5/week |
| Salary: | *To be determined* | | |
| Dept. / Region | Programmes Department | | |

**Role & Person Specification**

**Organizational context**

|  |  |
| --- | --- |
| **Personal competencies and talents** | **Status** |
| **Education/Qualifications**   * Masters degree in a directly related field. * Bachelor’s Degree in Development Studies, Social Works and Social Administration, entrepreneurship or any humanitarian studies. * 8 years of safeguarding and gender Experience in mainstreaming gender in livelihood programming and 4 years in youth skilling * Additional education may substitute for some experience. * Training and Facilitation experience preferred. * Partnership experience strongly preferred • Computer skills required   **Skills/Abilities**   * Full and deep understanding of all technical aspects of the Ripple Effect programme * Strong people management ability * Numerate * Good communication and presentation skills * Report writing skills * Team player * Skills is computer applications such as word, excel, outlook and PowerPoint * Excellent interpersonal skills * Strong networking skills. * Able to participate on a practical level with government and other development partners   **Personal Qualities**  Have empathy with Ripple Effect’s Christian foundation and core values   * An initiator and self-driven * A team leader, builder and developer * A broad and mature thinker * A strategic thinker with an eye for detail * Creative and innovative * A team player. Flexible. * Understands the importance of confidentiality especially for data. | Essential |
| Postgraduate training in related field is an added advantage   * Experience in NGO work. * Experience in agriculture value chain * Experience in research and development * Knowledge in extension services delivery * Ability to identify funding opportunities | Desirable |