



**DORCAS**  
RELIEF & DEVELOPMENT



<b>JOB OPENING:</b>	<b>Inclusion Officer</b>
<b>POSITION OPEN FOR:</b>	<b>South Sudanese &amp; Internationals</b>
<b>DESIRED START DATE:</b>	<b>A.S.A.P.</b>
<b>DUTY STATION:</b>	<b>Wau, Western Bahr el Ghazal</b>
<b>CLOSING DATE:</b>	<b>19<sup>th</sup> of June 2016</b>
<b>DURATION:</b>	<b>Until end 2016, with possibility of extension</b>

Dorcas is a Christian relief and development organization which operates from the Netherlands through different field offices within Eastern Europe and Africa. Dorcas is committed to fulfil the command of Jesus Christ to care for and empower the poor and the oppressed. Dorcas accomplishes this by promoting self-reliance through Development, the provision of social care and assisting in emergency situations.

Dorcas, in collaboration with Edukans and Light for the World, will implement a 4-year EU funded project called: Access to vocational skills development and income generating opportunities for vulnerable youth through capacity development and direct service provision by CSOs and LAs in Western Bahr el Ghazal and Warrap State. Edukans is an organization focusing on improving the quality and relevance of basic and vocational education. Light For The World is specialized in the inclusion of persons with disabilities in development interventions.

Dorcas is looking for an Inclusion Officer, to be based in Wau (Western Bahr el Ghazal) with frequent travel to Warrap State. The candidate will represent Light for the World in the project team and will be responsible for championing the effective implementation and delivery of capacity strengthening in disability inclusion. The Inclusion Officer will be accountable to the project coordinator. Light for the World will provide technical support.

### **Key roles and responsibilities**

- ***Project implementation***
  - Support identification and assessment of youth with disabilities and ensure their effective participation in the project.
  - Conduct disability audits of VET providers and support them to provide services that address the needs of youth with disabilities.
  - Ensure that all VET curricula take into account the learning needs of students with different types of impairments and that all VET providers and implementing partners have the capacity to use the adapted VET curricula.
  - Develop the capacity of VET staff and teachers to provide training to students with different types of impairments (e.g. deaf, blind, intellectual, physical, mental).
  - Conduct disability audits of businesses and provide support and advice to make the workplace and their products disability friendly.
  - Support the development of the operational plans of VET providers from a disability inclusion point of view.
  - Ensure effective linking of persons with disabilities to the labour market through Job and Business Centers, internships, apprenticeships and business development.
- ***Project monitoring***
  - Ensure that disability and gender disaggregated data collection takes place.
  - Conduct regular field monitoring on disability inclusion and take action accordingly.
- ***Reporting***

- Ensure accurate and timely data collection and reporting as requested by the line manager and supervisor by Light for the World.
- **Communication and coordination**
  - Close contact with members of the government, local labour market and business community, local implementing partners and VET providers to coordinate inclusion of youth with disabilities in line with the programme standards.
- Perform other duties as required

#### **Required Knowledge and Experience**

- At least a Degree in Development Studies, Human Rights, Inclusive Education or related field.
- Minimum of 4 years of experience of involvement in disability mainstreaming processes and programmes (local/national).
- In-depth understanding of and practical experience in including youth with disabilities in mainstream education, employment opportunities and livelihood development.
- Knowledge of and experience with Project Cycle Management.
- Strong facilitation and training skills of different audiences (e.g. youth, government officials, employers).
- Strong knowledge of MS Office.
- Experience with implementation of EU funded projects is an advantage.
- Work experience in South Sudan and remote locations is a must.

#### **Required Skills**

- Reflect the vision and values of Dorcas with staff, beneficiaries, external contacts.
- Strong working knowledge of English, spoken and written. Working knowledge of Arabic and Dinka are advantages.
- Highly developed organizational, liaison and communication skills.
- Ability to work effectively as part of a team and with minimum supervision.
- Strong inter-personal, cultural and diplomatic skills.
- Able to multi-task, set priorities, and work under tight deadlines.
- Fast learner, self-reflective and willingness to receive feedback and supervision.
- Ability to travel and work in remote project sites.
- Ability to relate inclusion and disability to personal values.

#### **What we offer**

- Challenging working environment with scope for professional and personal development;
- Being part of a dedicated, motivated and intercultural team.
- A gender sensitive work environment.
- Preference is given to a South Sudanese national
- Salary according to Dorcas South Sudan salary scale 8/9 (ranging from 737 USD to 1,136 USD), depending on the qualification and experience of the candidate. No additional benefits apply for national staff. Benefits for international staff are in accordance with Dorcas regulations.

#### **How to apply**

Please send your application (including CV and contact details of 3 referees) before 20<sup>th</sup> of June to Ms. Judy Gitu, Project Administrator Light for the World South Sudan: [j.gitu@light-for-the-world.org](mailto:j.gitu@light-for-the-world.org)

Please indicate clearly the fact that you are applying for the above mentioned position by mentioning the position in the subject and in your cover letter. Selected candidates will be interviewed with a first interview through skype after 20<sup>th</sup> of June.

**Note:** we value your application, however, only shortlisted candidates will be contacted.

***Persons with Disabilities are highly encouraged to apply!***