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Date: 7/7/2023

JOB ADVERTISEMENT

TERMS OF REFERENCE (TOR)

VACANCY OPENING FOR THE POSITION OF: COMMUNITY FACILITATOR

Organization:	Universal Intervention and Development Organization (UNIDOR)
Position:	Community Facilitator
Country:	South Sudan
Department:	Protection
Location:	Koch

Organizational Background Recruiting

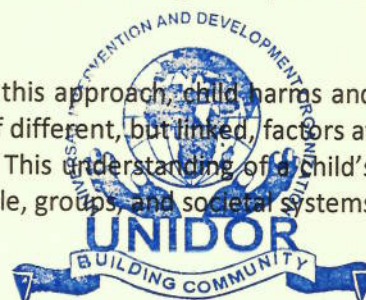
Universal Intervention and Development Organization (UNIDOR) is a Christian base national none governmental organization, working in South Sudan, formed in 2004 and registered in South Sudan Relief and Rehabilitation commission (RRC), under registration number 182, under chapter 3, of section 10 of NNGOs acts, 2016.

UNIDOR intends to design a coordinated approach to strategic planning which will directly reference and align with policy and programming guidance on both resilience and gender, to enable strategic coordination between our development and humanitarian assistance programs as well as recognition of the potential synergies among our existing programs and other gender and resilience stakeholders.

Background Information

With the aim of strengthening the protective environment for children in communities, UNIDOR's community-led approach on child protection guides our agencies' country offices identify and facilitate greater decision-making space for communities, leading to greater community ownership. More specifically, *Seeds* is based on an inclusive and strengths-based facilitation approach whereby community members, including children, are supported to identify and priorities child harms as well as local ways of protecting children, decide on local actions to address these harms using their own capacities and resources, and to reflect on progress and any changes in the lives of children. Because the inclusive community-led process draws on a community's own ideas, creativity and motivation to protect children, and because priority child harms are locally identified, there is greater potential for local, sustainable and effective action to keep children safe.

The approach is embedded within a socio-ecological approach. In this approach, child harms and existing ways of protecting children are mapped as part of a web of different, but linked, factors at family, community and society levels, with children at the Centre. This understanding of a child's world acknowledges the important role and impact of diverse people, groups, and societal systems



on their safety and wellbeing. By using this approach, it is possible to identify where a country office might further support local or other actions to protect children.

Role Purpose

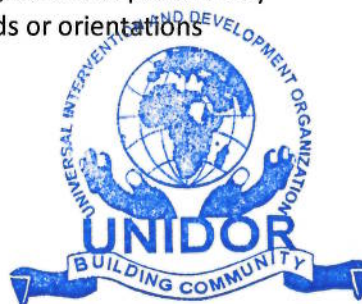
The community coach engages with communities using a community-paced, flexible, dialogue orientated approach, with the aim to enable inclusive community-led dialogue, decision-making and action to protect children. The community coach leads the initial engagement with the larger community during the initial phase of entry into a community, on behalf of [name agency]. Following the initial decision by the community and [name agency] to continue collaboration, the community will identify community facilitators, who lead the community throughout the different phases in the community-led process on child protection. The community coach from then on moves into the background, providing coaching support and helping community facilitators to engage in reflective practice throughout the implementation of *Seeds*, inspiring them to maximize their potential

Key Areas of Accountability

- Act as the 'face' of UNIDOR in the community.
- Build rapport, trust, respect and positive relationships with the community during the initial phase of the approach and with the community facilitators throughout the implementation of the approach.
- Work side by side with the community facilitators (in role of co-facilitator) on the implementation of the approach, following the guidance pack and in line with *Seeds'* principles.
- Train community facilitators on the phases in the approach and on the required skills for effective facilitation of the community-led process.
- Coach community facilitators "in a thought-provoking and reflective process that inspires them to maximise their full potential in order to facilitate the community's desired progress and change in relation to situation of children" (definition of coaching)
- Work with the community facilitators to ensure their adherence to the external agency's boundaries related to child rights, child safeguarding and acting in the best interest of children.
- Connect the community with formal/non-formal services and stakeholders in the wider child protection system¹ as appropriate.

Experience and Skills

- Hands on experience in working with children and communities (ideally being based there)
- Motivated by the desire to serve the community
- Able to interact with diverse people in a friendly, calm and patient way
- Respect people with different views, backgrounds or orientations
- Able to motivate people
- Good listener
- Good communication skills
- Good self-awareness
- Self-critical



¹ UNIDOR "Building Communities"

- Honest and open to reflect and learn
- Knowledge of the local context and culture
- Speak the local language
- Experience in ensuring adherence to child rights, child safeguarding, and acting in the best interest of children

Desirable

- Experience in the implementation of a community-led child protection approach.
- Able to identify and document key learnings from community-led processes.
- Experience in working on remote capacity building.
- Politically and culturally sensitive with qualities of adaptability, patience, tact and diplomacy.

Recruitment process

Interested persons who meet the profile are invited to send their Curriculum Vitae and cover not letter than 26th/July 2023 to the following email address ed@unidorss.org, nakaweesa@unidorss.org, vicky@unidorss.org (CVs should not exceed 3 pages):

NOTE: this position is urgent

Female candidate are strongly encourage to apply.

