



VACANCY ANNOUNCEMENT

BRIEF BACKGROUND OF HUMANITY AND INCLUSION

Hi has been operating in South Sudan since 2006, implementing emergency and development actions aimed at improving protection, quality of life, and the promotion of rights of vulnerable individuals, including people with physical disabilities including deformities, injuries, sight/ hearing/neurological impairments; persons with mental health issues; victims of Sexual and Gender Based Violence (SGBV). HI's current operations are centred in POCs and IDP camps outside Juba city; Central Equatoria, Yambio Western Equatoria and Torit in Eastern Equatoria, with the Country Office based in Juba city. Since 2016, HI has been operating an emergency mobile (or flying) unit responding to MHPSS and PWD assistance in the greater Upper Nile, Unity and Jonglei states. Overall, about 50,000 direct beneficiaries (PWD and other most vulnerable) are being targeted through MHPSS (Mental Health & Psychosocial Support) and Livelihood projects, with a strong emphasis on mainstreaming disability inclusion. HI current programs are funded by ECHO, DFID, UNHCR, MOFA Luxembourg and SSHF –South Sudan Humanitarian Fund- among other donors. As part of its 2019-2020 strategy, HI South Sudan is repositioning to rejuvenate programming in Protection, and to expand its program interventions in Health (MHPSS), Education in Emergency (EIE) and Food Security & Livelihoods (FSL).

Humanity and Inclusion is therefore seeking to recruit a qualified and dedicated Candidate for the Position detailed below:-

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| Job Title: | Community Rehabilitation Worker |
| Program: | AC5 Project |
| Vacancy position | 1 Position |
| Country Program: | South Sudan |
| Duty Station: | Juba |
| Position Reports to: | Project Manager |
| Position Opened for: | South Sudanese |
| Contract Duration: | 6 months with Possibility of extension depends on Funding |
| Desired Start Date: | ASAP |
| Closing Date: | 25 September, 2020 |



Mission: To support the Victim Assistance (AC5) project by ensuring that landmine/Explosive Remnants of War victims, persons with disabilities, persons with injuries and their families in Juba (Kator and Luri) have an improved access to disability issues, social inclusion and rights of persons with disabilities as well as basic and specific answers to their needs.

Supervised by: Community Rehabilitation Officer

Reports to: Project Manager.

Responsibilities

Responsibility 1: Provision of direct rehabilitation services to Landmines/ERW victims, Persons with disabilities and with injuries and their families and the provision of personalised support including home based assessment and Rehabilitation.

Aim: contribute to the identification of persons with disabilities and victims of landmines/ERW as well as on the improvement of rehabilitation for persons with disabilities and their families to maximise independence and access to livelihood activities in the given setting.

Benchmarks: Documentation and records of assessment of the supported person and rehabilitation provided, database of information gathered and monitoring reports

Activities:

- Carry out assessment of persons with functional limitations in order to identify individual priorities, main rehabilitation problems and needs for rehabilitation care.
- Provides basic rehabilitation care (positioning, education of family and caregivers, provision of assistive devices...) to persons with functional limitations in cooperation with the other members of the rehabilitation team within HI and follow-up to ensure the realization of maximum physical mobility and functional independence.
- Establishment of psychomotor stimulation activities for children with, or at risk of developing development delays, in close cooperation with the other members of the rehabilitation team within HI
- To provide guidance, referral and follow-up services to persons with disabilities / injuries in intervention sites, in close cooperation with the community rehabilitation officer.
- Utilise and implement the PSS (Personalised Social Support) approach in delivering the Handicap International's assessment process.
- Provide advice support and physical rehabilitation to victims of landmine/ERW and persons with disabilities both in the home, hospital and community setting through practical advice and empathy demonstrating some understanding of the experiences of persons with disabilities.
- Work with persons with disabilities and their families to set goals and implement action plans for rehabilitation and access to community and livelihood activities.
- Provide advice to persons with disabilities and their families about small home adaptations and generate practical ideas to increase independence and accessibility in the home and community environment.

Responsibility 2: Support on the provision of community based awareness raising sessions and training of service providers in disability issues.

Aim: Contribute to increased awareness and understanding of disability within the local community therefore mobilising the community to increase the inclusion of persons with disabilities.

Benchmarks: Training tool kits about disability awareness raising, reports about awareness sessions and attendance records, increased uptake of services offered.

Activities:

- Provide community based awareness sessions on disability issues and the rights of persons with disabilities
- Provide relevant trainings about rehabilitation and provision of basic rehabilitation techniques to persons with disabilities, both in hospital and community setting and provide follow up to increase knowledge of service providers on basic rehabilitation.
- Liaise with relevant stakeholders (such as disabled peoples organisations, local leaders and health staff) to establish partnership and identify the most effective way to raise awareness about disability, and support other HI staff, when relevant, on the delivery of disability awareness sessions to the local communities.
- Work with the community rehabilitation officer with support from the rehabilitation technical advisor to create context relevant training and awareness raising packages for use in the target communities.

Responsibility 3: Participate in creating a referral network for persons with disabilities through raising awareness with other stakeholders and supporting persons with disabilities to access locally available services.

Aim: Contribute to increased opportunities of inclusion for persons with disabilities due to increased access to services.

Benchmarks: Documentation of referrals to local stakeholders (livelihood training, etc); client files; reports with regards to training or awareness raising provided; monitoring tools completed for increased awareness.

Activities:

- To work with the community rehabilitation officer with support from the rehabilitation technical advisor to develop and deliver training to other health professionals in health services to raise awareness about meeting the needs to persons with disabilities and providing basic rehabilitation support.
- To support development of a referral systems to other health, livelihood and training services, complete referral forms and follow up in the community where necessary.
- Participate in assessment and identification of persons in need to prosthetics and orthotics services and coordinate the referrals from HI field locations to Juba to access prosthetics and orthotics services
- Provide awareness, practical support and guidance where possible to relevant stakeholders about how to adapt and include persons with disabilities in their activities.

Responsibility 4: To document and record activity in line with HI policy and procedure and in line with government requirements in South Sudan.

Aim: Contribute to ensuring that all data about landmine/ERW victims and persons with disabilities is collected and stored in a database. This ensures detailed and accurate reporting.

Benchmarks: records of supported people; database of relevant information collected; copies of completed IMSMA database forms when relevant.

Activities:

- Use HI's rehabilitation forms (E.g. assessment form, follow up forms) and manage the data based on work ethics and confidentiality.
- Reports on a daily, weekly, monthly, basis and submits mission activity reports to the Project Manager.
- Compiles any other reports upon request and submit to the Project Manager
- Maintain and store files of beneficiary's data and other documents in line with HI policy and procedures.
- To work with other HI staff to create a reliable and accessible filing and documentation format/system.

Responsibility 5. Demonstrate ethical and professional practices

- Respects and promotes HI's Policies and reports any breaking of HI's policies amongst the teams or partners.
- Reports any incident or act that causes any harm to beneficiary or to others.
- Interacts with children with the presence or/and permission of their parents or caregivers
- Respects beneficiary confidentiality. And always respects a refusal of treatment.

Others

- Ability to be deployed on short notice to remote areas around the country with limited access to services (E.g. network, accommodation).
- Ability to adapt to the duration of the mission from one week up to three months on the field.
- Any other duties and responsibilities assigned by the line manager that is within the post-holder's expertise and experience.

Note: This job description is not exhausted and the staff member may be asked from time to time to perform duties over and above those described here. The staff member is also expected to maintain confidentiality of all beneficiaries and internal information at all times.

Professional skills

- Proven experience in rehabilitation, community health education or a similar health profession
- At least 3 years relevant experience working

Cross-cutting skills

- Excellent communication skills and an ability to demonstrate empathy and understanding towards the target group

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| <p>with NGO's in the development/humanitarian field or working in a hospital or community health post.</p> <ul style="list-style-type: none">• Experience of health promotion, community development and working with vulnerable groups• Work and/or personal experience of working with people with disabilities and prescribing assistive devices would be advantageous• Good knowledge of the geographical area of Juba, knowledge of local culture and languages• Ability and past experience training others and speaking in large group settings• Excellent interpersonal skills – oral and written. | <ul style="list-style-type: none">• Ability and confidence to speak in front of a large group in both English, Juba Arabic and Kakwa• Good written and spoken English and Kakwa; Juba Arabic also advantageous.• Good computer literacy skills with proficiency in MS word, power point and excel.• Willingness to travel extensively within or outside of Juba and to remote locations• Ability to work with others in a team |
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Note: This job description is not exhaustive and the staff member may be asked to perform duties over and above those described here. The staff member is also expected to maintain confidentiality of all beneficiaries and internal information at all times.

As an employee of HI, all staff are required to guard against any abuse of authority. In no circumstances should he/she profit from his/her situation in order to divert assistance from its final destination or obtain favors of any nature (notably sexual).

The employee must show respect and consideration towards his/her contacts (beneficiaries, partners, colleagues...), with particular attention for people in vulnerable situations. In no circumstances should he/she commit an act or adopt behavior liable to injure one of his/her contacts either physically or psychologically, or cause him/her harm of any sort.

HOW TO APPLY

Qualified Candidates are to submit their CVs and Cover Letters clearly mentioning the Position in the Job title as indicated above.

You can submit your CV and Cover Letter to:

Human Resources and Administration Department, Humanity and Inclusion, Juba HI office
located at Hai Amarat, Havana Street Juba South Sudan not later than **September 25, 2020.**
Email: recruitment@southsudan.hi.org

NOTE: Due to urgent need for the position, screening and shortlist may be done on daily basis as CVs comes and the position may be filled before the expected start date.

Humanity and Inclusion is an equal employer and encourages applications from qualified Female candidates and persons with disabilities.

