



## INTERNAL/EXTERNAL VACANCY ANNOUNCEMENT

### Facilitator For Empowerment

CARE is an international NGO with local staff and community partners in more than 90 countries. We create local solutions to poverty and inequality, and we seek dignity for everyone every day and during times of crisis. These solutions have a broad range, from clean water to access to education; from microfinance to ensuring that everyone has nutritious food; from agriculture and climate change to disaster response. CARE puts women and girls at the center of everything we do because they have proven to be the best hope for creating lasting change in the world. Our staff live where they work, which makes us effective at understanding the challenges they face. We've been doing this for over 70 years, since World War II. It started with the world's first CARE Package® of food for the post-war hungry in Europe. Our work today is as important as ever, we believe that poverty and inequality are historic injustices that we can end within a generation, for good. If you share our core beliefs: poverty is an injustice; poverty is solvable; and together, we have the power to end it, join us.

Date of Announcement: August 18, 22

Vacancy No.: 002/22

Grade: 5A

Salary: 453 \$

No of positions: 20

Unit/Program: Livelihood for Resilience

Contract Duration: - Definite

Duty Base: Sidama Region woredas

Closing Date: August 28, 2022

#### I. JOB SUMMARY

The Facilitator for Empowerment provides technical and organisational support to the implementation at the local level and plays a facilitation role in the community. S/he builds the capacities of the community and its institutions. In addition, s/he promotes community transformation through awareness creation; sharing of technology and best practices; and education, information, and communication. S/he supports people's empowerment through collective action, solidarity, social inclusion, and gender equity. S/he facilitates and encourages the active participation of individuals and communities in recognizing problems, identifying solutions, and implementing project activities to address the identified solutions. The Facilitator for Empowerment establishes and maintains a close working relationship with communities and community organizations in her/his working area and works closely with kebele- and village-level task force leaders and local government development agents to ensure that project messages are disseminated and understood at all levels. The Facilitator for Empowerment prepares and submits monthly and quarterly reports to GBV and PSS officers on progress with all field-level project activities.



## II. RESPONSIBILITIES AND TASKS:

### Job Responsibility #1: Facilitate community action planning and targeting

- Creates awareness and facilitates that communities participate fully from problem-identifying stages through implementation and management stages.
- Conducts advocacy work with the community, community leaders, elders, and government staff by initiating action and generating enthusiasm for change in communities by performing demonstrations and organizing and leading training sessions.
- Facilitates community meetings and community action plan preparation and ensures that the participation of each community group in problem identification, planning, implementation, monitoring and evaluation
- Ensures that within all Gender based violence and psychosocial support plan activities, CARE's key program principles of accountability, empowerment, and non-discrimination are followed
- Assesses GBV service referral pathways and reporting constrains with the community and develops participatory solutions
- Reviews the plan with partners, community representatives, and supervisor
- Prepares final community action plan by quarters and months, submits it to her/his supervisor, and ensures that it is submitted at the kebele level.
- Conduct GBV service referral mapping
- Is observant of any misbehavior regarding gender, and reports it to the responsible person
- Produces sex-disaggregated data at the household and community level, as appropriate
- Upholds CARE's gender and diversity values whenever dealing with staff, communities, and partners

% of Time: 30%

### Job Responsibility #2: Facilitate implementation of project activities and monitoring

- Facilitate regular sessions in Women Friendly Spaces
- Work with local authorities and support victims of GBV to get appropriate care and treatment
- Holds demonstration and awareness creation sessions on Health, Gender Based Violence, Mental health and Psychosocial support, using participatory tools such as dramas, role plays, songs, etc where appropriate
- Facilitates dissemination of GBV and MHPSS information and ensure that information is accessed and understood by the community
- Facilitates the Community Resource Persons for the different activities through community meetings,
- Provides technical assistance to community volunteers in carrying out their duties and overcoming any problems they might encounter;
- Integrates the project activities with other extension workers, community volunteers to strengthen the holistic approach and better achievement of project objectives;
- Develop a partnership with grass root level stakeholders for the sustainability of project;
- Ensures that CARE's activities are implemented at community level according to objectives and plan of project.
- Arranges/facilitates cross visits and conducts on-site trainings for women groups, Women friendly space participants, community leaders, committees, and elders.
- Builds capacities of community representatives and committees to undertake participatory monitoring of the implementation of project activities



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- Meets regularly with concerned stakeholder to discuss project progress updates, exchange information, discuss challenges, and share tasks accordingly
- Records and documents lessons learned and reports to her/his supervisor

% of Time: 30%

**Job Responsibility #3: Strengthen partnership, institutional linkages and working relationship**

- Maintains good relationship with governmental and locally established institutions for the smooth implementation of CARE's emergency projects;
- Works closely with development agents, government institutions, community-based organizations and communities to build trust and ensure a strong working relationship

% of Time: 20%

**Job Responsibility #4: Reporting and Learning**

- Prepares weekly, monthly, and quarterly reports on project activities, and submits these to her/his supervisor both in the appropriate formats
- Collect basic information on SGBV survivors through the provision of disaggregated data on populations of concern and their problems.
- Collects basic information, best practices, case studies and lessons and report to her/his supervisor
- Undertakes professional development initiatives identified with his/her supervisor

% of Time: 15%

**Job Responsibility #5: Perform other duties as assigned, % of Time: 5%**

**III. PROBLEM SOLVING (Thinking Environment)**

The level of problem solving this position will face is level number two. What has to be done and how to do it are clearly defined, and the incumbent will face identical or similar problems on a regular basis.

**GENDER EQUALITY AND PREVENTION OF SEXUAL EXPLOITATION AND ABUSESHEA**

- Contribute to an environment within CARE's workplaces, programming, and communities where CARE works that is free from sexual harassment, exploitation, and abuse.
- Understanding and demonstrated commitment to the importance of gender, youth and social inclusion issues.
- Demonstrated commitment to principles of Gender Equity, Diversity, Inclusion and PSEAH (safeguarding), as evidenced in previous positions / programming.

**IV. QUALIFICATIONS (KNOW HOW)**

**A) EDUCATION/TRAINING**

**Required:**

- 2 years of relevant work experience for diploma holders, 1-year relevant work experience for first degree in Agriculture, Economics, Health Science, Sociology or other related field.

**C) TECHNICAL SKILLS**

**Required:**



- Knowledge of local language;
- Communication skills, good human relations
- Willingness to reside in targeted Woredas
- Firm belief in teamwork and gender equality
- Conceptual understanding of participatory approach and humanitarian response.

**D) COMPETENCIES:**

Respect, accountability, courage, excellence, stress tolerance, information monitoring, team building, interpersonal skills, coaching, problem solving, planning, and organizing.

CARE Ethiopia is committed to preventing all unwanted behavior at work. This includes sexual harassment, exploitation and abuse, and child abuse. We expect everyone who works for us to share this commitment by understanding and working within the CARE Safeguarding Policy and related framework. CARE Ethiopia has a zero-tolerance approach to any harm to, or exploitation of, a vulnerable adult or child by any of our staff, representatives or partners.

CARE Ethiopia reserves the right to seek information from job applicants' current and/or previous employers about incidents of sexual exploitation, sexual abuse and/or sexual harassment the applicant may have been found guilty to have committed or about which an investigation was in the process of being carried out at the time of the termination of the applicant's employment with that employer.

By submitting the application, the job applicant confirms that s/he has no objection to CARE Ethiopia requesting the information specified above. All offers of employment will be subject to satisfactory references and appropriate screening checks.

**HOW TO APPLY**

If you are interested to be part of our dynamic team, and exciting work environment and contributing to CARE Ethiopia's mission and vision, please submit your CV (not more than 3 pages) and cover letter (not more than one page) to CARE Ethiopia Hawassa Project Office. +251462201110

Only short-listed candidates will be contacted.

Passionate and dedicated candidates who meet the requirement are strongly encouraged to apply, especially women!

CARE seeks to improve the lives of the most marginalized, particularly women and girls. Our diversity is our strength. We encourage people from all backgrounds and experiences to apply.

