

Development Facilitator – Ultra-Poor Graduation Model

Location: [Africa] [Zambia]

Town/City: Lusaka

Category: Field Operations

Job Type: Fixed term, Full-time

JOB OPPORTUNITY

World Vision Zambia (WVZ) Limited is a faith-based Organization dealing with Relief aid, Development, and Advocacy dedicated to working with children, families, and communities to overcome poverty and injustice. WVZ is part of World Vision International and serves all people regardless of religion, race, tribe, or gender. We are currently working on 38 large-scale programs in over 30 districts in Zambia.

Position: Development Facilitator X 2 –Ultra Poor Graduation to be based in Nchelenge and Kalumbila

Reporting to: Programme Manager – (Securing Durable Solutions Project)

Location: Zambia

Purpose of the Position:

The incumbent will be responsible for facilitating community engagement, community changes, build and maintain local partnerships, build community and partner organisation capacity, and strengthen community-led initiatives/innovations to improve and sustain well-being of children and families. He/she will implement, monitor and report technical program interventions of the Ultra-Poor Graduation Model: Securing Durable Solutions for Persons of Concern and their hosts

in Zambia. He/she will contribute towards sustainable livelihoods and self-reliance of 1200 refugee and host community households in Zambia, which spans Mantapala (Nchelenge) and Maheba (Kalumbila) refugee settlements and their host communities.

Major Responsibilities:

Program Development and Implementation

- Draw target beneficiaries under this program using rigorous targeting process that helps select the ultra-poor among refugees, asylum seekers and host communities.
- Monitor and mentor ultra-poor households
- Facilitate the interpretation and distribution of context appropriate ultra-poor graduation model technical Information, Education and Communication (IEC) materials for effective implementation.
- Raise awareness and facilitate critical analysis of community issues and opportunities in the Ultra poor graduation model
- Work closely with the community and district partners such as the church to mobilize community for local partnership and ownership, participation in implementation of ultra-poor graduation model activities to achieve sustainability of technical programme interventions
- Participate in the district development plans of line ministries to ensure WVZL technical programmes are mainstreamed and aligned

Local Partnering and Networking

- Collaborate with Commission for Refugees under the Ministry of Home Affairs and

UNHCR. UNHCR and FAO are responsible for coordinating livelihood activities in the settlements for effective programme implementation and sustainability.

- Represent WVZL in various key meetings at district level including Technical Working Group (TWG) for alignment of national and local priorities.
- As PAC member actively participate in in-country engagements. At the national level and field level, WV is an active participant of the UN coordinated livelihoods cluster where various Civil Society organization and UN agencies develop response plans, share their progress reports and acts as platform for sharing lesson learned.
- Other government key Ministries who will play a critical role and part of coordination include: Ministry of Trade & Commerce including the department of cooperatives and MCDSS. Participatory processes will be employed to ensure community-based structures are strengthened (coordination committees) with clear role and responsibilities to support project implementation
- Work closely with the Ministry of Agriculture and the Ministry of Livestock and Fisheries as key government departments in the livelihoods sector.
- Stakeholders in the coordination committee will include community leaders, faith leaders, representatives from the host community, representatives of the refugees and other vulnerable groups in the settlement.
- After stakeholder analysis, other identified players like the private sector will be incorporated. Participation in the community feedback mechanisms will be critical to get feedback from beneficiaries and other stakeholders on how the project is performing.

Capacity Building

- Enhance the skill set of refugees and host communities by building their capacity in

vocational and artisan skills to provide them with more opportunities to diversify their income and increase their employability rate.

- Facilitate training of ultra-poor HHs from refugee /host communities in diversified livelihoods that are sustainable.
- Facilitate ultra-poor households from refugee/host communities to enhance financial management capacity and autonomy.
- Facilitate social empowerment: households have positive behavior change and increased social inclusion.
- Facilitate training for community partners and other relevant stakeholders to ensure market access and financial services related activities are effectively implemented
- Instill self-reliance and sustainability of livelihoods, such as the mindset training in the Social Empowerment pillar and the long term and frequent monitoring and coaching

Programme Effectiveness and Quality Assurance

- In collaboration with DME specialist, build capacity for volunteers in data collection, interpretation and utilization
- In collaboration with MEAL Officer, empower coaches to become leaders and mentors in the community through rigorous training in PSEA training, accountability safe guarding training, M&E, soft skills training (coaching, facilitation, leadership) and hard skills training (gender, health, nutrition, etc.).
- Collect **monitoring data** with volunteers in a collaborative and systematic way
- Facilitate joint technical monitoring and reporting of the project for effective implementation and quality control.

- Write and timely submit monthly, quarterly and annual reports for improved technical programme decision making.
- Participate in the review of technical program interventions for improved quality of programming
- Work with technical program DME to input data databases and develop information management systems.
- Participate in documenting and sharing programme lessons and promising practices with partners and stakeholders.

Other

- Market the refugee programming, engage and build relationships with existing and potential donors to ensure continuity in support and funding
- Apply a Programme Accountability Framework (PAF) to ensure accountability to the target population through Information provision, consultation with beneficiaries, participation promotion and collecting and acting on feedback and Complaints.
- Other duties as designated by his/her delegate.

Qualifications: Education/Knowledge/Technical Skills and Experience:

- Diploma in Agricultural Sciences, agribusiness, Enterprise Development, Business Management with minimum 5 years' experience in relevant field
- Degree in Agricultural Sciences, agribusiness, Enterprise Development, Business Management or its equivalent is an added advantage with minimum 2 years' experience in the relevant field

- Experience in Program Management in a complex, international organization preferably NGO context
- Knowledge and understanding of World Vision operations would be an added advantage,
- Experience in project design, implementation, monitoring and report writing essential
- Must have excellent project management, community engagement, mobilization, facilitating and donor engagement skills
- Must have Strong technical skills with practical experience in value chain development with a market facilitation lens, and community financing systems
- Communications, interpersonal, analytical, conflict management, negotiation, and networking skills are highly desired
- Ability to work in a cross-cultural environment, and must be a mature Christian.
- Computer literate in Word, Excel, PowerPoint
- Capacity to function well in a team and contribute effectively to team efforts.
- Ability to adapt in different work environments: office based and field work (rural and peri-urban)
- Ability to work in a cross-cultural environment, and must be a mature Christian.

NOTE:

“World Vision Zambia is committed to the protection of children and adult beneficiaries

from all forms of abuse and sexual exploitation. All employment is conditional upon the successful completion of all applicable background checks, including criminal record checks”.

Please Indicate the preferred location in the Applications.

Women are strongly encouraged to apply; ONLY shortlisted candidates will be contacted!