

Faith and Development Manager

Location: [Africa] [Rwanda]

Town/City: Kacyiru Sud

Category: Christian Commitments

Job Type: Open-ended, Full-time

JOB OPPORTUNITY

FAITH AND DEVELOPMENT MANAGER

World Vision is a child-focused Christian humanitarian organization implementing development programmes in 29 Districts of Rwanda. Our interventions are currently reaching more than 1.5 million people.

World Vision Rwanda seeks to hire a highly-qualified, dedicated and experienced national for the role of **Faith and Development Manager**. This critical position will be based at Head Office in Kigali, reporting to the Integrated Programs Director.

Purpose of the position:

The job holder will manage the work of the Faith and Development unit to ensure the National Office achieves the strategic objectives in the spiritual nurture of children (SNC), integration of faith and community development, staff formation and spiritual nurture, partnerships with faith (FBOs/CBOs) and peacebuilding actors. She/he will provide technical support and advise the national office senior leadership on faith and development towards holistic child wellbeing of the most vulnerable children.

The major responsibilities include:

% Time	Major Activities	End Results Expected
40%	<p>Management of Faith and Development mainstreaming and implementation</p> <ul style="list-style-type: none"> • Manage and oversee Faith and Development projects (Grants and PNS) through timely and quality Financial Management, Implementation, DME and Impact reporting. • Provide leadership for the integration of Faith & Development (F&D) and peace building into the Technical Approaches & Technical Programs. • Manage the mainstreaming of Christian Commitment/F&D, Core Project Models/ Approaches (Celebrating Families, Channels of hope, Empowered Worldview) and peace building initiatives/activities into all 	<ul style="list-style-type: none"> • Faith and Development projects <p>(Grants and PNS) deliver on Child Well Being Outcomes</p> <ul style="list-style-type: none"> • WV Rwanda's Technical Approaches and Technical Programs demonstrate conflict sensitive programming; and WV's faith and calling as a strategic driver in keeping <i>Our Promise</i> to achieve holistic child wellbeing • Technical staff and community partners implementing Spiritual Nurture of Children activities, peacebuilding initiatives/activities, Faith and Development Core Project Models and Approaches

programs and projects and ensure that these initiatives are community driven for increased ownership and sustainability.

- Build capacity of WV staff on Spiritual Nurture for Children (SNC) integration into their programs.
- Ensure WV staff and community attendance at various F&D workshops and events when and where possible
- Strengthen WV staff and community capacity on WV Core Project Models and Empowered Worldview approach, which is a cross cutting and foundational approach that enables men, women and children to ultimately change behaviors and adopt empowered

- Enhanced internal (technical and frontline staff) and community partners capacity to reduce negative effects in community work and apply DO NO HARM principles

	<p>lifestyles in a manner that will ensure sustainability and positively reinforce resilient livelihoods.</p> <ul style="list-style-type: none"> • Capacity building for Integration of Peace and Conflict Sensitivity in Programming and Empowering Children as Peacebuilders. Also ensure that frontline staff have adequate capacity to apply DO NO HARM principles while implementing Technical Programs at Area Development level. • Build community capacity on healing, Peace Building and Reconciliation in relation to the running of healing workshops for sustainable peace. 	
20%	<p>Building Partnerships:</p> <ul style="list-style-type: none"> • Manage the national 	<ul style="list-style-type: none"> • Churches,

office engagement with FBOS ensuring the pursuit and development of meaningful and formal partnerships with churches and other community stakeholders that will compliment WV Rwanda F&D activities through WV partnering guidelines. Also, ensure potential and strategic formal partnerships with Government, UN agencies, NGO's, research institutes and other community stakeholders that will compliment WV Rwanda peace building activities.

- Ensure clear, formal and coordinated contracts, agreements or covenants between WV Rwanda and churches and FBOs as well as appropriate operational procedures to guide implementation of signed agreements or covenants.

interfaith/FBOs, and Local faith actors engaged, actively participating and collaborating to drive child wellbeing

- Churches, interfaith / FBOs, interfaith and Local faith actors
- WV Rwanda actively participating and contributing at national and community level as key partner in peacebuilding

	<ul style="list-style-type: none"> • Engage and liaise with Church umbrellas to promote peace and spiritual nurture for children to achieve Child Wellbeing in a holistic manner. • Engage and liaise with National Level Actors and Institutions on Peace and Reconciliation. 	
10 %	People Management <ul style="list-style-type: none"> • Motivate and lead the staff, partners, and volunteers who are directly involved in Faith and Development Project implementation to achieve the objectives of the project. • Ensure that the Faith and Development Unit staff comply with WV policies and procedures, especially People and Culture, Field Financial Manual, Child Protection 	<ul style="list-style-type: none"> • Faith and Development Staff are motivated to achieve the project goals. • World Vision policies and Humanitarian Workers policies are strictly observed. • The project staff benefit in their career growth from the coaching and mentorship. • Staff performance conversations are

	<p>and Adult Safeguarding, Communication, Information and Security guidelines, and other guidelines that are specific to the humanitarian context.</p> <ul style="list-style-type: none"> • Provide continuous guidance to Faith and Development project staff through coaching and mentoring • Manage the performance of project staff and assisting them to perform better • Identify training needs of project staff and ensure development plans are developed and implemented 	<p>conducted timely and with quality.</p> <ul style="list-style-type: none"> • Staff capacity gaps are identified and addressed.
10%	<p>Resource Acquisition:</p> <ul style="list-style-type: none"> • Update F&D and peace building fact sheets, capacity statements, and talking points for donor 	<ul style="list-style-type: none"> • Proposal documents use of F&D/Peacebuilding factsheets and demonstrating WV's faith

	<p>engagement</p> <ul style="list-style-type: none"> • Work with GAM team in developing Peace Building, F&D & Core Project Models/Approaches (Celebrating Families Curriculum, Channels of Hope, and Empowered Worldview) related concept papers/proposals writing. 	<p>and calling as strategic driver in child wellbeing</p> <ul style="list-style-type: none"> • GAM Team supported with F&D related information
10%	<p>Monitoring and Reporting:</p> <ul style="list-style-type: none"> • Ensure F&D and PB integration regular reporting by all Programs and projects. • Ensure monitoring tools are in place to track the implementation progress of spiritual nurture for children, WV staff formation and peace building activities/initiatives. • Prepare and submit 	<ul style="list-style-type: none"> • Annual Reports demonstrate all F&D Impact and success stories. • Tools available for tracking F&D work • F&D speaking into all DME Processes

	<p>monthly, quarterly and annual reports on F&D and Peace Building, activities in line with World Vision and/or donor formats.</p> <ul style="list-style-type: none"> • Regular documentation of F&D and peace building promising practices and ensure their duplication in other Area Programs 	
5%	<p>Christian Formation:</p> <ul style="list-style-type: none"> • Support the People and Culture Department assigned in staff capacity building to ensure staff bear witness to Jesus Christ and understand the implications of Christian and other faith traditions/beliefs on our work. (Mission Immersion Program, Recalling our Joy module etc) • Provide F&D orientation for staff on WVI Christian 	<ul style="list-style-type: none"> • WV Staff growing in “living out our Christian faith and calling with boldness and humility.” • Staff displaying WVs desired culture (Mindset and Behaviours)described in <i>Our Promise</i> • Staff are familiar and use WV Core Documents and CC partnership policies (Statement of faith,

	Identity upon joining the ministry.	Giving Word To our Faith Framework, Covenant of Partnership etc.)
5%	Information Management: <ul style="list-style-type: none"> Support keeping accurate and up-to-date records of F&D and peace building protocols, policies, lessons and good practices, and facilitate their circulation and use within the National Office, across the partnership and with partners. 	<ul style="list-style-type: none"> Available database for WV Rwanda's F&D work
100%		

Qualifications: Education, Competencies and Experience

The following knowledge, skills and abilities may be acquired through a combination of formal schooling, self-education, prior experience or on-the-job training:

Required Education, Competencies and Professional Experience	<ul style="list-style-type: none"> Bachelor's degree in Theology, Social Sciences, Psychology, Development, or other Development related fields. 5 years of relevant experience
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(Psychosocial work, peace building and reconciliation, Christian Commitments/ Spiritual Formation).

- Ability to design and develop spiritual nurture materials.
- People management skills, with ability to lead, inspire, train, and mentor team members, and to achieve the highest possible results through staff.
- A good understanding of the Faith and Peacebuilding context in Rwanda.
- Committed Christian with emotional and spiritual maturity
- Excellent understanding of Celebrating Families, Empowered Worldview Approach and Peace Building core project models (PDW, IPACS, DNH/LCP, ECaP, etc).
- Excellent communication and networking skills, which inspire confidence with partners and churches.
- Ability and passion to pursue transformation of staff, partners and communities that exemplifies a non-discriminatory understanding.



Preferred Education, Competencies and Professional Experience

- Fluency in English (excellent written and verbal communication skills, including report-writing and formal communication skills).
- Excellent computer skills.
- Cross-cultural sensitivity, flexible worldview, and ability to work with a wide range of people from different backgrounds and to rise above denominational differences.
- Ability to exhibit exemplary lifestyle as interpreted in specific local cultural context
- Master's degree in related fields
- A demonstrated knowledge in Theology (or one of the sub specialties: mission, ministry, counseling and pastoral care, discipleship, leadership formation, etc
- Good knowledge and capacity to train in Spiritual Nurture of Children
- Project management and proposal writing skills

Work Environment:

The position requires ability and willingness to travel domestically and internationally up to 30% of the time.

Salary:

The salary is commensurate with qualifications and experience.

N.B: Women are highly encouraged to apply.

How to apply:

Should you wish to apply for this position, please go to <http://careers.wvi.org/job-opportunities-in-rwanda>

If this is your **first time applying online** via the World Vision International careers website, you will need to register an account along with your application details. This site will provide you with additional functionality, such as saved searches and email alerts. Registration requires minimal information to create your account. Further details will be collected during the application process.

All applicants must apply using our online application system, CVs received via email or standard post will NOT be considered.

In case you face any challenges in applying, please let us know on WV_Rwandawanda-recruitment@wvi.org (no applications will be accepted through this email).

The closing date for submission of applications is **10th October 2021; no late applications will be accepted.**

As a child focused organization, World Vision is committed to the protection of children and does not employ staff whose background is not suitable for working with children. All employment is conditional upon successful completion of all applicable background checks, including criminal record checks.

Note that only shortlisted candidates will be contacted.