



OPEN POSITION: CHILD PROTECTION OFFICERS (2)

ABOUT THE LUTHERAN WORLD FEDERATION (LWF)

LWF Uganda empowers communities to achieve their full potential, claim their universal rights, meet their basic needs and improve their quality of life. It implements food security and livelihood projects in the districts of Luuka, Kitgum and Pader.

LWF Uganda also has a successful track record responding to refugees in Uganda. It currently supports Congolese and South-Sudanese refugees living in settlements in the districts of Kamwenge, Adjumani, Moyo and Lamwo respectively with access to safe water, sanitation and hygiene services, community services, protection, psychosocial support, livelihoods and environmental conservation. For more information about LWF Uganda, please visit; uganda.lutheranworld.org.

PURPOSE OF POSITION:

Child Protection Officers are accountable for the professional contribution to project design, planning, administration, monitoring and evaluation of Child Protection project activities, data analysis and progress reporting, and commitment for enhancement of teamwork and capacity building, in support of achievement of planned objectives of the work plan, aligned with country programme strategy and donor requirements.

SCOPE OF ROLE:

Staff directly report to: CP Project Assistants, Community Child Counsellor and Legal Assistant.

Budget responsibility: They will be responsible for tracking of budget and expenditure based on monthly plans.

KEY AREAS OF ACCOUNTABILITY:

Program Planning and Implementation

- Develop, implement and monitor quarterly, monthly and weekly activity plans to achieve expected results. This includes planning of activities, budgets and procurement.
- Ensure that all planned activities such as those for Child Friendly Spaces, Community based CPC, community awareness raising, and case management are implemented on time, to quality measures and within budget as per the monthly plan. Where challenges arise, ensure that these are flagged early, communicated to the Protection Advisor and addressed in an appropriate way.
- Technically lead all CP program activities especially and ensure that they are being implemented within national and international quality standards.

Case Management

- Technically support the identification and documentation of vulnerable children including separated and unaccompanied minors, violence survivors, children with disabilities as well as children at risk.
- Provide technical support for community awareness on identification of vulnerable children, child rights and general child protection.
- Conduct community consultation on alternative care arrangements / foster care of unaccompanied and separated children.

- Refer cases with specific needs to the competent service providers, follow up and document referred cases.
- Ensure that follow-up visits are conducted for children in alternative care arrangements / fostered, quality of activities at the CFS and other settlement based activities.
- Report any violation of the child protection Code of Conduct in line with the LWF's policies.
- Work with cultural sensitivity and respect the dignity of vulnerable children and families and members of the host communities at all times.
- Conduct focus group discussions with boys and girls, according to age-groups to understand the different gender roles and preferences of activities to inform interventions.
- Conduct focus group discussions with beneficiaries (parents and children) on the delivery of activities.

Community Engagement

- Carry out periodic community dialogue on child protection
- Support youth to carry out child protection awareness campaigns
- Support for children's clubs to create awareness on child protection
- Support children's clubs carry out community awareness and CP campaigns

Staff Supervision and Mentorship

- Supervise and mentor Project Assistants, ensuring that they are empowered to achieve their performance objectives and program results.
- Conduct performance reviews of Project Assistants, Child Counsellor and Legal Assistants and support them to set performance objectives.
- Build capacity of Child Protection staff in technical child protection programming.

Monitoring and Reporting

- Ensure that all program data is properly and regularly collected by field staff, check data and ensure that it is logically presented to the Protection Advisor.
- Produce project reports on monthly and quarterly basis.
- Produce activity reports e.g. training reports.
- Document and share promising child protection practices.
- Monitor the work of CP Community Based Structures.
- Monitor protection issues for boys and girls.

Coordination and networking

- Represent LWF in district coordination meetings in the child protection working group
- Network with INGOs, NGOs, the UN, and local government authorities in order to inform them of the project.
- Plan joint activities/events whenever possible

SKILLS AND BEHAVIOURS (LWF's Values)

Accountability:

- Self-accountable for making decisions, managing resources efficiently, achieving results together with children and role modelling LWF's values
- Hold the team and stakeholders accountable to deliver on their responsibilities – giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved.
- Set ambitious and challenging goals for self and team, takes responsibility for own personal development and encourages team to do the same

Collaboration:

- Build and maintain effective relationships, with own team, colleagues, members, donors and partners.
- Value diversity, sees it as a source of competitive strength.
- Approachable, a good listener, easy to talk to.

Creativity:

- Develop and encourage new and innovative solutions
- Willing to take disciplined risks

Integrity:

- Honest, encourages openness and transparency
- Always acts in the best interests of children

QUALIFICATIONS AND EXPERIENCE:

- Bachelor's Degree in any of the following disciplines: Social Work and Social Administration (SWSA)/Social Sciences, Development Studies, Education or related disciplines.
- Minimum of 3 years' relevant work experience in child protection case management, child protection programme or related field in the institution or the community.
- Proven ability to work as part of a team
- Strong understanding of the situation of children in the community and demonstrated commitment to improving the lives of children in the community.
- Proven technical knowledge and skills in the field of Child Protection.
- Ability to identify the main gaps in child protection in the given context to inform a holistic response for children.
- Experience working with children and community mobilization
- Politically and culturally sensitive with qualities of patience, tact, and diplomacy.
- Experience in training and capacity building and willingness to dedicate time and patience to partner development.
- Experience in working through consultative and participatory processes and ability to balance multiple competing interests to work towards a common goal.
- Ability to supervise and mentor staff to achieve results.
- A good level of written and spoken French, English and Kinyarwanda/ Kirundi.



- Good computer skills.
- Commitment to and understanding of Child Rights and LWF's aims, values and principles including rights-based approaches

Mode of application:

Interested applicants are invited to send applications and CVs via email to recruitment@lwf.or.ug stating the job title in the email subject section. Only motivated applications that can address the stipulated duties and meet the required qualifications will be considered. Please provide references, salary expectations and earliest date available.

Application Deadline: Friday, April 27th, 2018.

Only shortlisted candidates will be contacted. Applicants who do not receive any response within three weeks of the closing date should consider their application unsuccessful.

LWF/DWS is an equal opportunity employer, irrespective of gender, race or religious affiliation. Female candidates possessing the above requirements are encouraged to apply. LWF/DWS is a signatory to the Code of Conduct for humanitarian agencies. Our recruitment and selection procedures reflect the organization's commitment to the prevention of abuse and exploitation of beneficiaries.