

VACANCY ANNOUNCEMENT – PROGRAM AND MERL OFFICER

Equal Access International (EAI) is an international not-for-profit organization working in several countries in Africa and Asia. With a regional office in Nairobi, we have implemented programmes in Kenya, Somalia, Ethiopia, Tanzania and Djibouti.

EAI creates customized communications strategies and outreach solutions that address some of the most critical challenges affecting people in the developing world in the areas of peace-building and transforming extremism; championing gender equality and women's empowerment; and governance and civic participation.

We help communities around the world drive sustainable and transformative change through our proven participatory media, technology, and outreach model. By designing solutions with communities, our programming is locally-owned and culturally resonant. We build communication ecosystems that take root and thrive, create platforms that elevate marginalized voices, and build locally-led movements that shift power, inspire normative change and promote creative, positive, and innovative solutions to social issues.

PROJECT OVERVIEW

Nabadgelinta Soomaaliya (also known as 'Nabadgelinta') works with both security and justice providers, and the people they serve, to help create a safer, stronger Somalia. The programme recognises the critical role that improved safety, security and access to justice has in establishing the foundations to lasting peace and political settlements in Somalia.

Nabadgelinta will support Somalis to identify and articulate the challenges they face in accessing security and justice and to develop joint solutions that lead to visible, practical change in their experience and trust in the security and justice systems.

Through approaches that enable informed and inclusive dialogue and negotiation, the programme seeks to transform how individuals, communities and institutions in Somalia can work together to create fairer, more efficient, and more accountable systems for security and justice.

As part of a larger pool of local and international organisations implementing the programme, EAI is leading a consortium that includes the BBC Media Action, Perspective Media and the Somalia Women Studies Center (SWSC) to deliver the SBCC and Community Outreach component of the Nabadgelinta Soomaliya program that will be implemented in Jubbaland and the Southwest States of Somalia during the first phase and then expanded to other states in Somalia.

Nabadgelinta will work towards two broad outcomes namely:

- Enhanced resolution of specific security and justice problems identified as priorities by Somalis in target locations.

- Leveraging, through learning, social and political influence to effectively catalyse wider programmatic, policy and systematic change to ensure that the impact of Nabadgelinta Soomaaliya is not only felt within our immediate focus areas, but extends into issues and geographies beyond the programme.

JOB TITLE

Program and MERL Officer.

WORK LOCATION

Two (2) candidates required one to be based in Baidoa and the other in Kismayo.

POSITION SUMMARY

The Programme Officer will report to the Federal Member State (FMS) Lead and coordinate with the MERL Manager to support community consultations to identify area based problems, manage dialogue forums between local communities and formal/ informal institutions, contribute to the development of a range of media products gearing towards norms and behaviour change and also support day to day activity monitoring and the systematic documentation of learning from the programme.

KEY RESPONSIBILITIES

I. Programmes

- Work directly with the FMS Lead and the other programme team to plan and implement activities that will contribute to the Nabadgelinta objectives.
- Contribute to project planning, ensuring activities are designed, managed and implemented in a timely and high-quality manner, according to current workplans.
- Represent the program on behalf of EAI and the consortium to government officials, community leaders and partner organisations.
- Contribute to the development of training resources for local change champions and community groups that are aimed at increasing their capacity to respond to localised challenges.
- Provide support to partners in the delivery of trauma healing sessions aimed at addressing historical grievances and the impact of Somalia's conflict history.
- Conduct regular field visits to partner activity sites and provide support, mentorship while monitoring activity implementation progress.
- Support the development of program reports and learning products such as flyers and brochures, power point presentations that will be disseminated during learning events.
- Maintain excellent relationships and proactive collaboration with other implementation partners, beneficiaries, government institutions and other stakeholders.
- Support consortium members to roll out training plans for local media partners and track feedback from audiences.
- Manage community based radio listening sessions and support participants to identify and implement action activities from these sessions.
- Ensure ongoing monitoring of project activities by ensuring adherence to a data collection plan and creating reports with accurate and timely information.

- Travel to program sites when and as required.

2. Monitoring and Evaluation

- Review and translate monitoring checklists into local languages and track programme activities against those checklists.
- Support local partners in conducting activity monitoring tasks
- Contribute to IP2 MERL plans including results frameworks, project plans, strategic plans etc.
- Maintain close coordination with the MERL Manager by routinely providing quality, learning and accountability reports and information.
- Carry out routine field visits to monitor program activities / interventions against quality checklists and produce & share reports alongside IP2 consortium team members.
- Coordinate with the MERL manager to capture impact stories through outcome harvesting in coordination.
- Encourage learning by sharing and using acquired knowledge, skills, attitudes and technology that is conducive to improving programme performance.
- Support the MERL manager in data collection for the quarterly and annual donor reports.
- Attend monthly technical and milestone review meetings with local partners.

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES

- A resident of Jubaland and South West states of Somalia and based in Kismayo/Baidoa.
- At least an undergraduate Degree in a related field (International Development, Peace & Conflict Studies, Gender) or relevant field experience.
- At least 3 years of experience delivering security and justice programmes preferably with an understanding of norms and behavior change concepts.
- Proven track record of successfully implementing similar projects in Jubaland or South West states of Somalia or in a similar geographic, conflict and political context.
- Previous work-related experience promoting social, and behavior change with Somali populations, and/or communities in similar contexts with a focus on identification of social norms influencing behavior and attitude change.
- Community mobilization skills with a particular focus on working with influencers and change champions.
- Strong interpersonal skills
- Fluent written and spoken English and Somali required. For South West state, the candidate must additionally speak the local Maay dialect.

HOW TO APPLY

Interested and qualified persons are requested to send their Application Letter and Curriculum Vitae to eaieastafrica@equalaccess.org on or before Tuesday 15th August 2023 at 5 pm EAT, with the job title as the subject.

NB: All the applicants should indicate on their CV their phone number, E-mail address, and their current place of residence.