



**JOIN OUR FIGHT
FOR CHILDREN AT RISK
ON THE STREETS**

TRAINING OFFICER
RECRUITMENT PACK

RAILWAY
children
Fighting for street children



WE BELIEVE IN A WORLD WHERE NO CHILD HAS TO LIVE ON THE STREETS

At Railway Children, we fight for vulnerable children who live alone and at risk on the streets, where they face abuse and exploitation. They run away or are forced to leave homes where they suffer poverty, violence, abuse and neglect.

They find themselves living on the streets because they have nowhere else to go and nobody to turn to.

Every day we fight to change their story.

OVER 10,000 CHILDREN SURVIVE ON THE STREETS OF TANZANIA

We work in East Africa, where children alone on the streets are frequently regarded by society as a nuisance that must be tolerated - a 'problem' rather than vulnerable children who desperately need help and support. Many are treated as criminals and locked up with adults, where they are subjected to further violence and sexual abuse.

Our pioneering work enables us to get to children before the streets get to them.



WE KEEP CHILDREN OFF THE STREETS FOR GOOD

WE DO THIS IN THREE WAYS

ON THE STREETS

We race to reach a child on the streets before abusers, drug dealers and traffickers do. Finding them shelter, food and support is the first step.

IN COMMUNITIES

We work with families, neighbours and wider communities to raise awareness, change perceptions and to help all children get the support they need to stay safe.

WITH GOVERNMENTS

If the system doesn't change, nothing does. We lobby governments, pressurise and campaign until we get the policy changes that keep children safe, well and off the streets forever.



WE WILL NEVER STOP FIGHTING FOR STREET CHILDREN. WILL YOU?

At Railway Children, we see ourselves as warriors, united in changing the long-term future for children living alone and at risk on the streets.

Our passion and values underpin everything we do. They unite us and provide the energy and optimism that drives us to work harder and harder for the children and young people we are privileged to help.

If you share our passion and our values, the chances are, you'll fit right in.

Effectiveness

Our work is constantly judged on results and impact and then assessed to ensure maximum return on investment, both in our programme outputs and financially. Every penny of donors' money is invested with care and attention to detail.

Innovation

We think outside the box, and are constantly reviewing our work to find new and improved ways of doing the best for our beneficiaries. We lead rather than follow and constantly push ourselves to deliver sector leading work.

Bravery

We are not afraid to push the boundaries, ask the tough questions, try new things or challenge the norm in order to change the world.

Honesty & integrity

We will always act with integrity towards our supporters, partners and peers, acting in the best interests of our beneficiaries at all times.

Sound like you? Then read on...



THE ROLE

TRAINING OFFICER

Salary: Competitive

Location: Mwanza or Dar Es Salaam

Reporting to: Programme Manager

JOB PURPOSE

To assist in the ongoing development of effective practice with and for our ultimate beneficiary group across the Railway Children Africa (RCA) programme.

To ensure that RCA continues to develop effective strategies for supporting children on the streets and that these strategies are made available to a greater number of beneficiaries.

KEY RESPONSIBILITIES

Deliver training on effective interventions for children on the streets for staff in agencies identified by RCA, notably RCA partner agencies and PACT partners in Tanzania.

Review and continually develop all practice based training materials in line with RCA's approach.

Work with identified agencies to support effective programme design and provide technical support during programme delivery.

Work with the Consortium for Street Children to facilitate a consultation process with government, civil society and young people to develop nationally agreed SOPs for work with street children.

Conduct training in target cities to educate agencies on the implementation of the new standards.

Develop, source external providers and pilot child development training for vulnerable mothers and test its impact.

Represent RCA as required in meetings, conferences and policy consultations where required.

Build on and maintain relationships with a range of external agencies that can assist with methodological development.

Contribute towards the development of fundraising bids in Tanzania and from the RC UK office to ensure the continuation and expansion of projects and plans.

Assist programme teams including M&E to ensure results are well documented with robust data systems in place across the programme.

Assist as required to ensure internal and donor reporting requirements are met.

PERSON SPECIFICATION

EXPERIENCE

- At least two years' experience in a training and/or partner support role within an international development organisation.
- Experience of designing and delivering training.
- Experience or knowledge of working within child protection programming.

EDUCATION

- A degree in a relevant field or equivalent experience.

KNOWLEDGE AND SKILLS

- Strong training and facilitation skills including ability to present information in creative and engaging ways.
- Excellent written communication skills with the ability to adapt style and messages to a range of audiences.
- Excellent networking and liaison skills with the ability to form positive relationships with a wide range of internal and external stakeholders.
- Exceptional interpersonal and influencing skills.
- Excellent IT skills.
- Ability to address complex issues through analysis, definition and a clear way forward, ensuring buy-in from key stakeholders.
- Good understanding of key trends in international and humanitarian development.
- Fluency (both written and spoken) in English and Swahili.

APTITUDE

- Solution-oriented and flexible with the ability to work proactively.
- Ability to build strong team relationships.
- Possess the requisite empathy, compassion and passion to address the needs and challenges of working with vulnerable children.
- Demonstrable commitment to and the ability to uphold and promote Railway Children's core values of Integrity, Bravery, Innovation and Effectiveness in all activities.
- Willingness and ability to travel extensively.

GENERAL DUTIES

- Uphold and work within Railway Children's policies and procedures.
- Actively promote and embody Railway Children's core values of Integrity, Bravery, Innovation and Effectiveness across the organisation and partners.
- Travel to Railway Children's field operations as and when required.
- Undertake any other duties, as appropriate to the post, as delegated by the line manager.





A GREAT PLACE TO WORK.

Railway Children Africa is an International NGO registered in Tanzania, no. 1563, as an affiliate of our parent company Railway Children UK.

Railway Children has been working in Africa for over 10 years. We continually strive to provide a positive work environment for all our employees.

This is an exciting time to be joining Railway Children Africa.

In the next five years we have exciting plans to upscale our work dramatically.

We will work in more locations than ever before, in Tanzania and across East Africa.

We will recruit more staff.

We will raise more than \$10 million.

And here's the best part, we will transform the lives of more than 12,000 of the region's most vulnerable children.

If you would like to be part of this exciting journey, we'd love to hear from you.



STILL INTERESTED?

HOW TO APPLY...

To apply for this post, please submit a letter outlining how you meet the criteria, including your current salary level and your current curriculum vitae to:

jobs.tanzania@railwaychildren.or.tz

Please ensure you include the job you are applying for in the subject of your email application. Applicants that fail to do this may be misplaced.

Closing date: 10th February 2018

We regret that it is not possible to respond to every applicant and only those selected for interview will be notified.

THANK YOU.