



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

**PROJECT OFFICERS-FAMILY WORK (6 POSITIONS)
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

PROJECT OFFICERS-FAMILY WORK (6 POSITIONS)

Salary: Competitive
Location: Dar es Salaam and Mwanza
Responsible to: Programme Manager

JOB PURPOSE

To support street connected children and those living in orphanages to ensure their immediate needs are addressed and are reunified with families.

KEY RESPONSIBILITIES

- Develop and implement care plans for children living in orphanages to be reunified with families
- Identify, and document specific needs in families in accordance with support available.
- Conduct and Support a number of children and young people and their families, delivering effective interventions on both a one on one and group basis to ensure young people and their families receive the required support to meet their individual needs.
- Assessment with individual children families to inform their support plan;
- Build positive relationships with street connected children, children living in orphanages and families.
- Conduct support activities for children at the drop-in centre.
- Liaise and coordinate with stakeholders relevant to family (neighbours, village, social welfare etc) with the intention of building a support network for project beneficiaries.
- Conduct street outreach work to identify street connected children and refer them to the drop-in centre and/or other support services
- Keep beneficiary case files updated with continuous follow-up information of children and families
- Make follow-up of children reunified with families to monitor progress and provide further support.
- Foster and manage linkages with selected orphanage centres/ long term shelters.
- Monitor progress of the reunification families and provide timely reports on the support provided versus progress;
- Record all intervention, contacts and multi-agency correspondence in accordance within prescribed Management Information Systems.

- Link families to HIV testing and treatment services;
- Facilitate access to livelihood, educational support, and micro credit and self-help groups for reintegration cases;
- Establish and maintain strong working relationship with social welfare departments in Dar es salaam Urban districts, schools and other community service providers to enhance service provision to children and families.

LINKAGES & NETWORKING

- Support networking and linkages with Social welfare department and other stakeholders to support in programme implementation.
- Accompany Railway Children Trustees and/or other visitors in field visits.
- Represent RCA in key local, national and regional networks and fora.

GENERAL DUTIES

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

PERSON SPECIFICATION

We are looking for an experienced Project Officer – Family Work with energy, determination, passion and flair. As well as a proven track record of supporting vulnerable young people, your values will match ours. Bravery, innovation, honesty and integrity will be at the heart of everything you do.

EXPERIENCE:

- At one-year experience in a project officer role working with vulnerable children and families.
- A person who has experience and understanding of Child Protection and Safeguarding process who can handle sensitive and confidential issues with tact and diplomacy.
- Experience of working with and supporting children and vulnerable young people and families in both a one on one and group work capacity.
- Experience and application of Health and Safety and risk management procedures.

EDUCATION:

- Bachelor degree, Diploma in social sciences, community development, youth work, social care or equivalent from recognised university or college.

KNOWLEDGE AND SKILLS:

- Strong relational and communication skills
- Ability to engage young people their parents or carers within the community and deliver direct work to them to address issues within the family unit.
- Track record of developing relationships with a variety of organisations to support the needs of vulnerable young people and families and advocate on their behalf.
- Experience and understanding of case management including assessment, action planning and reviews.

- The ability to handle sensitive and confidential issues with tact and diplomacy.
- Ability to be creative and find positive solutions to problems.
- Ability to be creative and find positive solutions to problems;
- Knowledge and understanding of the issues facing vulnerable young people at risk in Tanzania;
- Knowledge of the range of support options and services for young people and families;
- Experience and understanding of Child Protection including Safeguarding processes and procedures;
- Fluency (both written and spoken) in English and Swahili.

APTITUDE:

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



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 position, please complete the application form at www.railwaychildren.org.uk/jobs and return it to jobs.mwanza@railwaychildren.org.uk. **Please note** that Railway Children will only accept applications made using this application form and will not accept CVs or Covering letters.

At Railway Children, we are committed to the safeguarding and protection of all those who come into contact with us in our work. We follow a range of procedures to ensure that only those who are suitable to work with children and vulnerable people are recruited to work for us. This post is subject to a range of vetting checks including criminal records check.

Closing date:

Wednesday 15th April 2019 at 5pm East African Time

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

THANK YOU.

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