



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

**SAFEGUARDING AND PRACTICE DEVELOPMENT 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 found alone and at risk on the streets, and around railways, where they face abuse and exploitation.

They find themselves living on the streets because they've 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 are a leader, not a follower 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

SAFEGUARDING AND PRACTICE DEVELOPMENT OFFICER

Job Title: Safeguarding and Practice Development Officer
Department: Programme
Location: Dar es Salaam
Responsible to: Programme Manager
Salary/Grade: Competitive

JOB PURPOSE

Railway Children Africa (RCA) is looking for a dedicated Programme Officer to support with implementing safeguarding for RCA and our partners. The job includes working with RCA and partner staff to ensure our organizations are safe and that the programming and delivery of methodologies upholds good practice and the safeguarding of children and vulnerable persons. The Program Officer will support in the development of high quality implementation of services by developing and delivering training to frontline social workers as well as providing on site mentoring and coaching. The person will support in the development of a strong safeguarding culture and practice amongst RCA and partner staff and will support with providing guidance when safeguarding incidents are reported.

The person will be required to work flexibly and as part of a team of technical staff and in coordination with the RCA Program Manager and the Child Safeguarding Lead. This staff will contribute to developing and implementing quality assurance processes that will identify areas for improvement and will then coordinate and support in the delivery of further capacity building for front line staff. The staff member will be required to travel 50 to 60% of the time to deliver on this work.

KEY RESPONSIBILITIES

- Support with building robust practice for RCA and its partners in safeguarding of children and vulnerable persons;
- Ensure safeguarding policy, procedures and program standards are being adhered to and support RCA and its partners in this.
- Support in providing guidance in line with our methodologies and the Law of the Child Act, 2009, and Tanzania Child Protection Guidelines 2015 to respond to cases of child abuse and neglect.
- Support with reporting of safeguarding cases to relevant authorities and regulatory bodies including reviewing and ensuring proper documentation of cases. Serve as the Child Protection Officer (CPO) for RCA's work in Dar es Salaam;
- Provide technical support to RCA staff and its partners in safeguarding/child protection, carrying out comprehensive assessments and building skills in methodologies that improve the wellbeing of street connected and vulnerable children and their families;
- Develop, review and modify training materials and other related products required for the successful delivery of training sessions and deliver training to RCA staff and partners as needed;
- Support with building on and maintaining relationships with a range of external agencies that can assist with methodological development;
- Promote the message of child safeguarding to colleagues in other organizations and government ministries, children and beneficiary families, and community members in general;
- Work with the Program team including the Monitoring, Evaluation and Learning (MEL) staff to incorporate quality assurance processes as part of larger organizational MEL processes where possible and improve practice delivery based on data generated by MEL processes;
- 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;
- Contribute to writing the RCA annual and donor reports as well as other communications to share our work.
- Undertake any other duties, as appropriate to the post, as delegated by the line manager.

GENERAL DUTIES

- Uphold and work within RCA's policies and procedure including upholding the Child and Adult Safeguarding Policy and Code of Conduct in your personal and professional life – which includes reporting suspicions of child abuse or any other breach of these policies.
- 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

1. EXPERIENCE:

- 2-3 years working in Social work and/or child protection programming especially with national child protection systems.
- Experience in facilitation and training that is in line with adult centred learning
- Experience and knowledge of the context in East Africa advantage as well as experience of working with street connected children and youth.
- Experience in implementing safeguarding/child protection and with the development of safeguarding policies and procedures.

2. EDUCATION:

- University degree from a recognised university in social work, psychology or related social sciences;
- Specialisation in working with children and child protection is an added advantage.

3. KNOWLEDGE AND SKILLS:

- Knowledge and skills in implementing safeguarding
- Strong skills in social work and evidence based practice including a strong understanding of mental health, child development, trauma and attachment theory
- Strong facilitation and training skills including the ability to develop materials and curricula to enhance practice
- Excellent written and verbal communication skills with the ability to adapt style and messages to a range of audiences.
- Knowledge of organizational issues and working practices of NGOs, international funding agencies and government departments especially in the Tanzanian context

- The ability to work independently and drive forward initiatives and the development of processes
- Excellent interpersonal and team work skills and the ability to multitask and work under tight deadlines
- Proficiency in all applications of MS Office, especially Word and Excel.
- Excellent networking and liaison skills with the ability to form positive relationships with a wide range of internal and external stakeholders.
- Fluency (both written and spoken) in English and Swahili.

4. APTITUDE:

- Solution-oriented and flexible attitude with the ability to work proactively and take initiative
- Ability to build strong relationships.
- Attention to detail and strong time management and organizational skills
- 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.



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.or.tz 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 background and reference checks including criminal records check.

Closing date: 2nd April 2021 at 5pm East African Time.

Due to the number of applications often received, only those to be invited for interview will be informed of the outcome of their application. Applicants who have not heard within two weeks of the closing date should assume they have been unsuccessful.

THANK YOU.