



Career with BRAC International

BRAC is an award-winning international non-governmental development organization, with the vision of a world free from all forms of exploitation and discrimination, where everyone can realize their potential. BRAC is a leader in developing and implementing cost-effective, evidence-based programs to assist poor and disadvantaged communities in low-income countries, including in conflict-prone and post-disaster settings. It is an organization of and for the people of the Global South, pioneering new development and social enterprise approaches to equip communities to achieve prosperity. As well as being the world's biggest NGO by number of staff and people directly reached, BRAC has regularly been ranked the number one NGO in the world by the Geneva-based NGO Advisor, an independent organization committed to highlighting innovation, impact, and governance in the non-profit sector. BRAC retained the top spot in 2020 among the top 500 NGOs for the fifth consecutive year. BRAC was founded in Bangladesh in 1972 by Sir Fazle Hasan Abed. It started its first program outside of Bangladesh in Afghanistan in 2002 and has since reached millions of people in 11 countries in Asia and Africa. BRAC has a holistic approach to development that uses a wide array of programs and social enterprises, including microfinance, education, health, agriculture, gender, and human rights. BRAC believes that every person has inherent potential, and when an enabling environment is created and that potential is unleashed, even the poorest can become agents of positive change in their own lives, for their families and their communities.

BRAC Maendeleo Tanzania is part of a leading development organization that started its operations in 2006 in Tanzania, focusing on thematic areas of Agriculture, Youth and Women Empowerment, Food Security and Livelihood

About the Programme

The Mastercard Foundation in partnership with BRAC International (BI) has initiated its Project to create a positive and measurable impact for 1.2 million adolescent girls and young women and 9.5million people across seven countries in East and West Africa, including Ghana, Kenya, Liberia, Rwanda, Sierra Leone, Tanzania, and Uganda.

There is mounting urgency to support adolescent girls and young women (AGYW) living in poverty, which has been further amplified by the global pandemic. Through this partnership, scalable economic development approaches are delivered in communities to foster the agency and voice of AGYW. They can fulfill their aspirations, achieve sustainable livelihoods, and engage in advocacy issues.

BRAC Maendeleo Tanzania is seeking applications from competent, dynamic, and self-motivated individuals to fill the following position.

Position (1): Safeguarding Officer

Job Location: Dodoma/Singida

Purpose:

The position holder will support safeguarding manager in upholding our responsibilities to the vulnerable adults and children participating in our programmes, create a safe working environment for our staff and associated personnel, and help to ensure all those involved in our work uphold the highest ethical standards and are safeguarded against any form of harassment, exploitation, and abuse.

MAIN JOB RESPONSIBILITIES:

- Implementation of the Safeguarding policy, training of staff and build up a pool of trainers to ensure 100% staff, partners, volunteers, consultants, and service providers receive safeguarding training.
- Act as the secondary reporting avenue for safeguarding related concerns/violations and be the key resource for survivors, ensuring their safety, security and providing survivor support services in line with a survivor-centered approach.
- Under the guidance of safeguarding manager, conduct safeguarding risk assessment and integrate safeguarding measures in programmes; and operations with support from the Regional and Head Office Safeguarding units.
- Case management of safeguarding violations ensuring that BRAC Tanzania meets its obligations to report safeguarding violations without delay.
- Developing capacity of staff to conduct sensitive investigations and produce high quality investigation reports, maintaining confidential investigation case files
- Ensure organizational reporting and response mechanisms are functional, practical and community friendly.
- Mapping and updating local support services available to survivors across the country
- Maintain the online safeguarding case management system, reviewing incidents submitted and ensure timely follow-up actions
- Support the annual safeguarding activities
- Participate in program design meetings and kick-off workshops to facilitate inclusion of risks, planning, and strategy regarding safeguarding
- Supervise the safeguarding champions who will be working in the Safeguarding unit, providing them effective supervision, and mentoring so that they have a positive learning experience

REQUIRED SKILLS/CAPACITY:

- At least 3+ years of relevant experience in Human Resource Management and Safeguarding in an International development context.
- At least 2 years of Management experience working in International Human resources, demonstrated experience in the areas of safeguarding, protection, gender or GBV in any reputed organization
- Excellent organizational skills with the ability to manage time effectively and get stuff done
- Excellent conceptual and analytical skills with regards to Human Resource and safeguarding.
- Ability to build trust among stakeholders to report safeguarding violations.
- Ability to maintain the highest level of confidentiality and sensitivity.

- Demonstrated sensitivity and discretion when handling confidential information.
- Demonstrated ability to be professional, calm, flexible, resilient, solution oriented, and creative.
- Knowledge of international standards of Human resource management and safeguarding and ability to implement best practices.
- Experience of conducting complex and sensitive investigations and preparing investigation reports and guiding other teams to do so.
- Ability to work strategically and practically with multiple stakeholders
- Strong facilitation and presentation skills
- Experience of designing and delivering training and capable of delivering messages appropriately to a variety of audiences
- Clear communication and public speaking skills
- Capable of working both individually and as part of a team
- Excellent relationship management skills and ability to communicate in all forms (written, verbal, negotiation, presentation skills)
- Ability to prioritize and deal with competing demands to deliver results
- Ability to work under pressure and manage tight deadlines
- Excellent Excel and PowerPoint skills

EDUCATIONAL REQUIREMENTS

- Bachelor's degree/ Masters in Sociology, Gender and Women's Studies, Industrialrelations and labour laws, Human Resources Management, Development Studies, International Development, Anthropology, or any relevant discipline

EMPLOYMENT TYPE: CONTRACTUAL

If you feel you are the right match for the above-mentioned position, please follow the application instructions accordingly:

Candidate needs to email their CV with a letter of interest mentioning educational grades, years of experience, current and expected salary at: bimcf.tanzania@brac.net

Only complete applications will be accepted, and shortlisted candidates will be contacted.

Application deadline: 24th April 2024

BRAC is committed to safeguarding children, young people, and vulnerable adults, and expects all employees and volunteers to share the same commitment. We believe every stakeholder and every member of the communities we work with has the right to be protected from all forms of harm, abuse, neglect, harassment, and exploitation - regardless of age, race, religion, and gender, status as an individual with a disability or ethnic origin. Therefore, our recruitment process includes extensive reference and background checks, self-disclosure of prior issues regarding sexual or other misconduct and criminal records and our values are a part of our Performance Management System.

BRAC is an equal opportunities employer.