

Catholic Relief Services, Uganda Program

VACANCY ANNOUNCEMENT

Job Title: KCHPF Technical Manager, 4Children
Department: Uganda
Supervisor: 4Children Uganda Project Director
Position Type: Full Time
Area of Interest: Programming
Location: Uganda / Kampala

This position is contingent on final USAID approval for activities in Uganda (currently pending).

ABOUT CRS:

Catholic Relief Services (CRS) carries out the commitment of the Bishops of the United States to assist the poor and vulnerable overseas. Our Catholic identity is at the heart of our mission and operations. We welcome, as a part of our staff and as partners, people of all faiths and secular traditions who share our values and our commitment to serving those in need.

Catholic Relief Services has worked in Uganda since 1965, initially providing emergency assistance to Sudanese refugees living in the north. Over the years, CRS has expanded its programming to also address development needs in western, central and eastern Uganda. CRS' projects in Uganda currently include agriculture, health (focus on childhood wellbeing/OVC and systems strengthening), microfinance, peacebuilding and youth. CRS Uganda implements its programs through partnerships with local organizations, including the Catholic Church, other faith-based organizations and community entities for maximum impact and sustainability. Programs are funded through numerous public and private donors such as USAID, USAID/DCOF, MasterCard Foundation, DFID, GAVI Alliance and Ben & Jerry's Ice Cream Corporation.

BACKGROUND:

Initiated in September 2014, 4Children is a USAID-funded consortium of organizations led by CRS with partners IntraHealth, Maestral, Pact International, Plan International USA and Westat. The project aims in part to strengthen and build the evidence base for effective orphans and vulnerable children (OVC) programming through research and evaluation. Working with a team of leading experts in child protection and OVC, the overall 4Children initiative will design and implement assessments, evaluations and other special studies of new and ongoing projects and portfolios.

In Uganda, 4Children includes *Keeping Children in Healthy and Protective Families* (KCHPF), which is an operational research project funded through the USAID Displaced Children and Orphans Fund (DCOF) that will support the reintegration of approximately 600 children living in residential care facilities back into family-based care in order to evaluate the impact of a package of family support interventions on successful reintegration. The package to be tested will include reintegration case management support, a one-time reunification cash grant, and a parenting training

intervention. KCHPF will implement a two-arm Randomized Controlled Trial (RCT) to specifically measure the impact of the parenting program on reintegration success. During the main study phase, half of the enrolled families (i.e. 300) will receive the Sinovuyo reintegration parenting training while the control group will not receive this service. Both the control and intervention groups will receive case management support delivered by dedicated case workers along with the cash grant. KCHPF Uganda will work with local implementing partners to implement the case management and parenting training interventions as well as support research activities. The cash grant will be delivered by CRS Uganda. KCHPF program activities are anticipated to start in September 2016 and continue through June 2019.

JOB SUMMARY:

The KCHPF Technical Manager will be responsible for providing high-level social welfare and child protection technical guidance as well as program oversight and quality assurance to the KCHPF team. The Technical Manager will provide technical guidance and oversight to all social welfare and child protection local implementing partners, including on the implementation of child safeguarding policies. S/he will promote active coordination and collaboration between 4Children and CRS projects in-country. In addition, the Technical Manager will liaise and collaborate with the 4Children global team on all technical aspects related to 4Children's work in Uganda.

SPECIFIC RESPONSIBILITIES:

A. Project Quality:

- Ensure that project design and execution is in line with the projects' technical approach and donor-approved work plan and that project objectives and results meet expected technical quality standards.
- Support the planning of project activities and ensure technical adherence to international social welfare and child protection standards, documented best practices and relevant donor guidelines, both by project staff and implementing partners.
- Support 4Children implementing partners to establish and implement child safeguarding policies that meet USAID safeguarding regulations and CRS' policies on the protection of vulnerable children and adults. Ensure safeguarding mechanisms are active and effective throughout project duration.
- In collaboration with the 4Children team, identify staff and partner needs for technical assistance and capacity building in a timely manner, develop scopes of work (SoW), and provide supervision to any technical assistance resources hired by the project.
- Ensure key changes in program direction and focus are done in consultation with the 4Children global team, CRS Uganda Head of Programs and relevant 4Children Consortium focal points.
- In collaboration with project staff, provide guidance and technical oversight to implementing partners, government entities, and other collaborating agencies to ensure that project objectives are achieved to the highest technical standards.

B. Monitoring, Evaluation, Accountability, and Learning

- Support the in-country management of the KCHPF research component by liaising regularly with the KCHPF Research and Learning Advisor, Westat, and the local research partner to ensure quality data collection and analysis follow expected child protection standards.
- Work closely with 4Children Uganda Program Officers and MEAL staff as well as implementing partner staff to ensure that project monitoring data are used and analyzed as the basis for process documentation, program planning, learning and orientation and program performance measurement.
- Contribute to the development of required donor project narrative reports, quarterly performance data, as well as other reports needed/required by the local government, donors, the CRS regional office or headquarters.
- Support the identification, documentation and dissemination of project results in various forms, including media stories, lessons learned, case studies, etc., and support programming learning exchanges among United States Government (USG) implementing partners, Government of Uganda (GoU) entities, and other programs both within and outside of Uganda.

C. Partnership and Representation:

- Liaise with USAID/Uganda and Government of Uganda authorities, particularly in relation to programmatic matters.
- Engage 4Children consortium partners as well as local implementing and research partners as appropriate, during key stages in the project cycle for their insights on the appropriateness of program approaches and interventions and to support program quality.
- Forge and manage dynamic partnerships with the GoU, project implementing partners, other USG development projects, civil society, learning institutions, UN agencies, and the donor community in Uganda and externally as need arises.

D. Management and Administration:

- Participate in the recruitment of project staff and the selection and coordination of consultants, and support to project implementing partners as needed on project-related recruitment.

KEY WORKING RELATIONSHIPS:

- **Internal:** 4Children/KCHPF Leadership and Technical Advisors; CRS Uganda Country Office Leadership, Management, and Department staff; EARO Regional Technical Advisors; CRS HQ Department of Program Impact and Quality Assurance Technical Advisors
- **Local and International Partners:** Westat and other 4Children consortium members, Child's i Foundation, Clowns without Borders South Africa and other partners yet to be determined.
- **External:** Donors, research institutions, Government ministries at the national, district, and local levels, other USAID implementers, and child protection and OVC networks.

REQUIRED QUALIFICATIONS AND EXPERIENCE:

- Master's degree in Sociology, Social Work, Public Health, International Development, or a related field.
- Minimum of eight years of experience in programs focused on social welfare systems strengthening, OVC and/or child protection programming; experience with family strengthening programs, case management approaches and social welfare workforce capacity development strongly preferred.
- Demonstrated knowledge and technical capacity in child protection programming, including an understanding of the issues facing separated children and families in vulnerable contexts;
- Experience with capacity building - particularly of local implementing partners - as well as working in partnership or consortia
- Knowledge of national government institutions and previous experience of working and collaborating with national government institutions.
- Strong critical thinking, creative problem-solving, and organizational skills.
- Strong written and verbal communication skills in native-level English required.
- Proficiency in the use of Microsoft Office suite, including Word, Excel, PowerPoint and Outlook.
- Ability to travel within Uganda on a regular basis (estimated at a minimum of 30 percent). Willingness to travel outside of Uganda to attend conferences, workshops or other related activities.

Agency-wide Competencies (for all CRS Staff): These are rooted in the mission, values, and principles of CRS and used by each staff member to fulfill his or her responsibilities and to achieve the desired results.

- Serves with Integrity
- Models Stewardship
- Cultivates Constructive Relationships
- Promotes Learning

DISCLAIMER CLAUSE:

This job description is not an exhaustive list of skills, effort, duties and responsibilities associated with the position. **CRS' recruitment and selection procedures reflect our commitment to protecting children and vulnerable adults from abuse and exploitation. "I understand that CRS takes all allegations of abuse and exploitation seriously. Abuse or exploitation of children or vulnerable adults is grounds for immediate dismissal."** **NOTE:** Please submit cover letter, CV and three work references (names and contact information only) to ug_recruitment@crs.org by 6th September 2016.

ONLY SELECTED CANDIDATES THAT MEET THE REQUIREMENTS WILL BE NOTIFIED. INTERNAL APPLICANTS ARE ENCOURAGED TO APPLY WITHIN THE FIRST 10 DAYS OF POSTING. EOE/M/F/DV