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| **TITLE:** Child Protection Psychologist | |
| **TEAM/PROGRAMME:** Refugees Response | **LOCATION: Kigoma Region Refugee Camp – Makere** |
| **GRADE**: **4** | **CONTRACT LENGTH:** 6 Months |
| **CHILD SAFEGUARDING:**  Level 3: √ the post holder will have contact with children and/or young people *either* frequently (e.g. once a week or more) or intensively (e.g. four days in one month or more or overnight) because they work country programs; or are visiting country programs; or because they are responsible for implementing the police checking/vetting process staff. | |
| **Background**  Due to political unrest in Burundi high numbers of refugees escaping into neighbouring countries of DRC, Uganda, Rwanda & Tanzania. The current Burundian refugee population in Tanzania is over 172,000 of which over 50% are children. SCI is implementing a child protection and education programme in refugee camps and wishes to scale up the response in refugee camps.  **ROLE PURPOSE:** The physiologist is responsible for field level implementation, inter-camp coordination and monitoring and evaluation of activities as well as providing leadership and guidance to Child Protection community workers.Provides direct counselling services for children identified/referred/or other partners, deliver capacity building training for incentive workers and programme staff and staff from partner. | |
| **SCOPE OF ROLE:**  **Dimensions:**Due to political unrest in Burundi high numbers of refugees escaping into neighbouring countries of DRC, Uganda, Rwanda & Tanzania. The current Burundian refugee population in Tanzania is over 175,000 of which over 50% are children. SCI is implementing a child protection, education and youth empowerment/ livelihoods programme in refugee camps and wishes to scale up the response | |
| **Reports to:**Child Protection Coordinator  **Staff directly reporting to this post:**partner staff and Community workers | |
| **Working Contacts**  **External**  The jobholder is required to have regular contact with the donor partners, other child protection organization, children, Host community, and Government organization.  **Internal**  The job requires the jobholder to have direct relationship with all staff and management at all levels in ensuring the organizational policies and procedures**.** | |
| **KEY AREAS OF ACCOUNTABILITY:**   * The Child protection psychologist will assist the Child Protection Programme Coordinator in the overall management of in the field offices and refugee camps and the immediate host communities. * Facilitate and coordinate direct professional counselling services for Refugee children including orphaned and vulnerable children (OVC) * Support the development and implementation of a programme of training and capacity building for Child Protection Community workers (CPCWs) and CPOs, ensuring that training needs are proactively assessed and built within ongoing design. * Document programme learning, ensuring it contributes to organisational advocacy. * Participate in the development of emergency strategies for the wider child protection programme in Kenya. * Comply with all relevant Save the Children policies and procedures with respect to child protection, health and safety, equal opportunities and other relevant policies. * Preparation and submission of monthly, quarterly and annual reports as required * Conduct debriefing sessions in the occurrence of a critical incidence * Conduct/ensure regular follow-up visits to monitor the rehabilitation and reintegration of clients, and document changes identified. * Conduct community sensitization campaigns on services available at the Child Friendly spaces and the general refugee operations. * Maintain an up to date database on counselling clients. * Ensure timely implementation of budgeted activities in addition to budget tracking and control. * Ensure strong links with the overall child protection work that SC is undertaking in the refugee camps. * Refer psychiatric cases as soon as they are being identified to mental health Agency in the camp. * Identify and put clear follow up plan on how to address the cases. * Clear documentation and reporting of all cases attending counselling sessions. * Should understand behaviour, emotions and feelings to help children deal with problems. * Provide capacity building for incentives psychosocial workers. * Serving children with severe psychosocial distress at psychosocial support room in the CFS in the camp. * Working closely with incentive workers by identifying the tasks and skills necessary for them to learn productive work roles while reinforcing strengths and providing training to minimize areas of weakness. * Providing outreach to assess the situation of children been identifying and provide community based psychosocial for children and families. * Assist individual in developing and practicing the skills defined on their psychosocial support plans. * Link individuals to community resources and peer supports to promote community integration. * Actively engage individuals in services including outreach visits at the individual's home. * Carry individual caseload under supervision of Program Manager. * Ensure all required documentation is completed in a timely, comprehensive and legible manner. * Consult and collaborate with all team members including incentive PSS worker on a regular basis. * Be aware of and follow PATH policies and procedures including those regarding confidentiality. | |
| **BEHAVIOURS (Values in Practice**)  **Accountability:**   * holds self-accountable for making decisions, managing resources efficiently, achieving and role modelling Save the Children values; * holds the team and partners accountable to deliver on their responsibilities - giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved;   **Ambition:**   * sets ambitious and challenging goals for themselves and their team, takes responsibility for their own personal development and encourages their team to do the same; * widely shares their personal vision for Save the Children, engages and motivates others * future orientated, thinks strategically and on a global scale;   **Collaboration:**   * builds and maintains effective relationships, with their team, colleagues, Members and external partners and supporters; * values diversity, sees it as a source of competitive strength; * approachable, good listener, easy to talk to;   **Creativity:**   * develops and encourages new and innovative solutions; * willing to take disciplined risks;   **Integrity:**   * honest, encourages openness and transparency; demonstrates highest levels of integrity; | |
| **QUALIFICATIONS AND EXPERIENCE**   * Graduate degree in Psychology, equivalent * Minimum of 3-years work experience in counselling, social work or with development-related organisations. * Good communication skill in communication with children. * Knowledge of community based child protection approaches, preferably including experience in participatory approaches (PRA/PLA) and child participation methodologies. * Good IT skills including the use of Word and database software * Demonstrable ability to adapt to changing programme priorities and emergency priorities that may arise * Strong self-starter, able to take initiative and adapt to changing circumstances and priorities * Positive attitude towards community work with emphasis on the ability to learn from communities and support innovative approaches to problem solving * Commitment to Save the Children’s Child Protection Policy. | |
| **Competencies:**   * Has high-level communication skills’, including engaging and informative formal public speaking. * Fluent in English and Kiswahili (both spoken and written). Working knowledge of local language strongly preferred * Knowledge of Burundi crisis * Able to work effectively in a multi-cultural environment. * Sets high standards for quality and consistently achieves project goals. * Maintains and extends an effective network of individuals within the organisation and with government and development partner * Negotiates effectively by exploring a range of possibilities. * Demonstrates and shares detailed technical knowledge and expertise. * Proven ability to work as a team. | |
| **Additional job responsibilities**  The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience. | |
| **Equal Opportunities**  The role holder is required to carry out the duties in accordance with the SCI Equal Opportunities and Diversity policies and procedures; | |
| **Child Safeguarding:**  We need to keep children safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse. | |
| **Safeguarding our Staff:**  The post holder is required to carry out the duties in accordance with the SCI anti-harassment policy | |
| **Health and Safety**  The role holder is required to carry out the duties in accordance with SCI Health and Safety policies and procedures. | |