



UNV VOLUNTEER DESCRIPTION OF ASSIGNMENT

Preamble:

The United Nations Volunteers (UNV) programme is the UN organization that promotes volunteerism to support peace and development worldwide. Volunteerism can transform the pace and nature of development and it benefits both society at large and the individual volunteer. UNV contributes to peace and development by advocating for volunteerism globally, encouraging partners to integrate volunteerism into development programming, and mobilizing volunteers.

In most cultures volunteerism is deeply embedded in long-established, ancient traditions of sharing and support within the communities. In this context, UNV volunteers take part in various forms of volunteerism and play a role in development and peace together with co-workers, host agencies and local communities. In all assignments, UNV volunteers promote volunteerism through their action and conduct. Engaging in volunteer activity can effectively and positively enrich their understanding of local and social realities, as well as create a bridge between themselves and the people in their host community. This will make the time they spend as UNV volunteers even more rewarding and productive.

1. UNV Assignment Title:

2. Type of Assignment: International UN Volunteer

3. Project Title: **Community Health Worker Programme**

4. Duration: One year, renewable

5. Location, Country: Nairobi, Kenya with frequent travel to Somalia as security allows. Volunteer may be required to work anywhere in area of operations, including in remote locations.

6. Expected Starting Date: Immediate

7. Brief Project Description: In Somalia it is estimated that 18 children in every hundred – nearly one in five – will die before their fifth birthday. This means at least 70,000 children a year who will not reach their fifth birthday. A child born in Somalia has a higher chance of dying before the age of five than practically anywhere else in the world. The main causes of child death in Somalia are pneumonia (24%), diarrhoea (19%), neonatal illnesses (23%), measles (7%) and malaria (5%). Poor infant and young children feeding and hygiene behaviours are a significant contributor to morbidity and mortality. Many deaths can be prevented through preventative and promotive interventions (breastfeeding, proper nutrition, vaccinations, hand washing, safe drinking water, and basic sanitation) and through quick diagnosis and treatment.

UNICEF joined FAO and WFP to develop a joint strategy for resilience to address the root causes of the famine and other emergencies, and to enhance coping strategies and resilience in Somalia. One of the critical interventions under this strategy is to develop capacity of communities, especially human resources, through whom various services are delivered, and people's demand, knowledge and awareness is enhanced. UNICEF has been supporting capacity development and mobilization of community human resources including a limited number of health, nutrition and WASH community workers for delivery of social services, advocacy and communication for behavioural change at community and household level.

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As most child deaths occur at home, due to scarcity or inaccessibility of health facilities, UNICEF Somalia in collaboration with WHO has initiated a community based initiative through integrated community case management (CCM) to reduce common neonatal and childhood illnesses such as diarrhoea, pneumonia, malaria, and complications arising from acute malnutrition at a household level. This community-based strategy uses trained, supervised Village Health Workers living in areas without access to medical facilities to deliver life-saving health services to the most disadvantaged children.

Evidence shows that CHWs can make not only a significant impact on improving accessibility and affordability of basic health services, but they also contribute to community development and resilience (due to their trusted position in the community and their impact on health and nutrition status). In countries with well supported CHW systems, there can be significant improvements in indicators such as decreases in diarrheal and respiratory disease or increases in optimal infant and young child feeding practices. In one area of Indonesia a functional CHW system helped reduce infant mortality by 30% in 7 years. In Ethiopia a massive and rapid scale up of CHWs is starting to show positive effects on many critical indicators. The WHO affirms that CHWs play a role that cannot be fulfilled by the formal health system or by communities alone - they form the vital link between these two bodies. In the context of Somalia (remote and underprivileged communities, poor coverage of existing health system, strong social support systems) makes it the ideal location to develop a well-managed CHW system that can have a significant impact on the health and nutrition of communities

Each extension worker will be recruited from their communities, trained for 3 months and will cover a population of 700 – 1,000 people (100-150 households). Because of their close contact with communities, VHWs are ideal change agents and they will be trained in interpersonal communication to support the communities' adoption of optimal preventive and promotive nutrition, health and hygiene behaviours. This will complement their ability to diagnose and provide life-saving treatment for diarrhoea, pneumonia and malaria and identify severe acute malnutrition cases for referral. A total of 12,000 workers will be needed to cover the entire country and UNICEF intends to support the deployment of 9,500 over the next three years. The extension workers will be mainly women, some of whom have been working before as community health workers or traditional birth attendants. The VHWs, who are chosen by the community, visit households in their area to monitor the health of the under five year old children.

The strengthening of basic services at community level is part of UNICEF's work to increase the resilience of local communities to allow them to withstand future shocks.

Under the overall guidance of the Chief of ACSD, and in close coordination with health, nutrition and WASH staff the Project Officer will be responsible for design of the project, implementation and monitoring.

7. Host Agency/Host Institute: UNICEF Somalia

8. Organizational Context: UNICEF Somalia seeks to recruit a UNV project officer to work in close collaboration with the ACSD project staff, Government officials,

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to design and roll out the community health extension worker programme. Travel to Somalia will be an integral part of the duties.

9. Type of Assignment Place: Assignment with family

10. Description of tasks:

The Project Officer will support in project design, planning, implementation, monitoring and evaluation of the project and will be accountable for the following results:

- Design a work plan outlining agreed scope of services, methodology and timeframe.
- Review all the relevant documents related to community based services and interventions and resilience
- Collect all relevant information and data on needs and actual supports of community based services and interventions from UNICEF programme sections and field offices and relevant partners
- Do mapping and analyses of those information and data in terms of geographic locations, job description, incentives, time allocation, qualification, and others
- In consultation with UNICEF programme sections and field offices and relevant partners, examine the areas of better coordination and integration of community based services and interventions and the ways to facilitate coordination and integration
- Develop a consolidated plan of UNICEF's community based activities for 5 years (2013-2017) to reflect in UNICEF's resilience plan.
- Develop a budget plan to implement the above plan
- Support the gradual roll –out of plan

UNV volunteers are encouraged to:

- Strengthen their knowledge and understanding of the concept of volunteerism by reading relevant UNV and external publications and take active part in UNV activities (for instance in events that mark International Volunteer Day);
- Be acquainted with and build on traditional and/or local forms of volunteerism in the host country; network and build relationships with local organizations, groups or individuals, and support and/or participate in local volunteering initiatives; reflect on the type and quality of voluntary action that they are undertaking, including participation in ongoing reflection activities;
- Contribute articles/write-ups on field experiences and submit them for UNV publications/websites, newsletters, press releases, etc.; initiate and/or participate in local volunteer groups, including assisting them in submitting stories and experiences to the World Volunteer Web site;
- Promote or advise local groups on the use of online volunteering, or encourage relevant local individuals and organizations to use the UNV Online Volunteering service whenever technically possible;
- Encourage, mobilize and support co-workers, fellow UNV volunteers and members of the local community to play an active part in peace and development activities on a voluntary basis;
- Discuss with supervisors how volunteerism for peace and development can be mainstreamed in the assignment and integrate activities promoting volunteerism for peace and development into work plans;
- Assist with the UNV "buddy programme" for newly arriving UNV volunteers.

12. Results/Expected Outputs:

- Development of project/programme documentation including concept notes, draft log-frames, terms of references, workplans and project notes;

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- Development and finalization of budgeted programme plan
- Development of a shared understanding of project strategies including capacity building strategies in close collaboration with Somali counterparts and key stakeholders
- Project implementation mechanisms and strategies developed, operationalized and updated as needed; identification of any problems, bottlenecks and recommendations on how to correct them.

13. Profile Requirements:

a) Qualifications, skills, experience:

Education:

- Master's Degree or equivalent in Social Science, Community development related field with at least 3 years of relevant work experience in project planning, monitoring, evaluation, and in capacity building.
- A first level university degree in the Social Sciences, or related field; with a combination of 5 years of work experience in a related field may be accepted in lieu of the master's degree.

Required experience and skills:

- Excellent written and spoken English;
- Excellent drafting skills in English;
- Excellent thematic understanding of community development work;
- Good team-building skills and ability to work effectively with people from different backgrounds.

Desirable:

- Good Knowledge of the institutional context of Somalia;
- Experience of working in an international organization and/or multicultural environment;

b) Competencies and values:

- Integrity and professionalism: demonstrated expertise in area of specialty and ability to apply good judgment; high degree of autonomy, personal initiative and ability to take ownership; willingness to accept wide responsibilities and ability to work independently under established procedures in a politically sensitive environment, while exercising discretion, impartiality and neutrality; ability to manage information objectively, accurately and confidentially; responsive and client-oriented;
- Accountability: mature and responsible; ability to operate in compliance with organizational rules and regulations;
- Commitment to continuous learning: initiative and willingness to learn new skills and stay abreast of new developments in area of expertise; ability to adapt to changes in work environment;
- Planning and organizing: effective organizational and problem-solving skills and ability to manage a large volume of work in an efficient and timely manner; ability to establish priorities and to plan, coordinate and monitor (own) work; ability to work under pressure, with conflicting deadlines, and to handle multiple concurrent projects/activities;
- Teamwork and respect for diversity: ability to operate effectively across organizational boundaries; ability to establish and maintain effective partnerships and harmonious working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity and gender;
- Communication: proven interpersonal skills; good spoken and written communication skills, including ability to prepare clear and concise reports; ability to conduct presentations, articulate options and positions concisely; ability to make and defend recommendations; ability to communicate and

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empathize with staff (including national staff), military personnel, volunteers, counterparts and local interlocutors coming from very diverse backgrounds; ability to maintain composure and remain helpful towards the staff, but objective, without showing personal interest; capacity to transfer information and knowledge to a wide range of different target groups;

- Flexibility, adaptability, and ability and willingness to operate independently in austere, remote and potentially hazardous environments for protracted periods, involving physical hardship and little comfort, and including possible extensive travel within the area of operations; willingness to transfer to other duty stations within area of operations as may be necessary;
- Genuine commitment towards the principles of voluntary engagement, which includes solidarity, compassion, reciprocity and self-reliance; and commitment towards the UN core values.

14. Living Conditions: Nairobi/Kenya is a family duty station and while in Kenya or Somalia, the volunteer will be subject to the overall direction and guidance of the UN Designated Official (DO) for security. This is usually the UNDP Resident Representative. The volunteer will be incorporated into all applicable security protocols and will be required to strictly adhere to the guidelines, security plans and other directives issued by the DO. While in Somalia, the volunteer will be accommodated at UN guest houses/UNCC & Vilas that have been cleared by UNDSS.

15. Conditions of Service: Contract is issued for 12 months at a time (renewable depending on mandate, availability of funding, operational necessity and/or satisfactory performance). Settling-In-Grant is provided except if the person already is resident in Nairobi. Monthly Volunteer Living Allowance (VLA) – intended to cover housing, utilities, and normal cost-of-living expenses – ranges between US\$ 1,976, US\$ 2,226 and US\$ 2,426 depending on the number of primary dependents. Hazardous duty station supplement (HDSS) amounting to US\$ 546 per months may be applicable in certain duty stations. Life, health and permanent disability insurances are included, as well as periodic home leave, final repatriation, and resettlement allowance. UNV will provide a copy of the UNV Conditions of Service to the successful candidate together with the offer of assignment.

Description of Assignment prepared by the Project Manager/UN Entity

Chief ACSD – UNICEF Somalia

Date: 25/01/2013

Description of Assignment approved by UNV Country Office Team/Support Office:

– UNV Programme Officer – UNDP Somalia

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