



FAMILY WORLD INTERNATIONAL (FAWOI) CAMEROON

“Building family capacities and expanding horizons for sustainable autonomy”

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SOK-HR-032024-01

EXTERNAL/INTERNAL VACANCY

Job Title: Social Service Workers

Number of Positions: 04 (must be residing within the community of intervention)

Location: Kumba, Muyuka, Mamfe, South-West, and Oku, North-West, CM (On-Site)

Duration: Until December 31st 2024 (*based on availability of funds and performance*)

Start Date: ASAP

Supervised by: Field Coordinator

Application Deadline: March 25, 2024

ABOUT FAMILY WORLD INTERNATIONAL (FAWOI):

Family World International (FAWOI) is a dynamic humanitarian non-profit organization dedicated to humanitarian and development needs in Cameroon. We strive to create a supportive environment for families, focusing on Health, Education, Protection, Economic Empowerment, Development, and Research, with a special emphasis on women and girls.

POSITION OVERVIEW:

We are looking for motivated and driven Social Service Workers to join our team for the **RESTORE 3 PROJECT** to empower and support communities affected by socio-political unrest and contribute to their recovery, ensuring access to quality education, healthcare, protection, and overall well-being. The successful candidates will play a crucial role in providing comprehensive support to victims of the crisis, focusing on education, health, protection, and economic empowerment.

KEY RESPONSIBILITIES:

1. Community Assessment & Engagement:

- Conduct comprehensive assessments to identify the needs, strengths, and resources of individuals and communities affected by the crisis.
- Engage with community through focus groups, interviews, and surveys to understand their experiences and expectations to build individual case plans.
- Build trust and rapport with health facilities and leaders to facilitate effective service delivery.

2. Psychosocial Support & Counselling:

- Provide individual and group counselling sessions to address trauma, stress, and other psychological impacts of the crisis.
- Coordinate with mental health professionals for referrals and specialized support when necessary.

3. Educational & Healthcare Access:

- Facilitate access to quality education for children and adults, including IDPs and disabled.
- Collaborate with educational institutions to create inclusive learning environments and curricula.

- Work with healthcare providers to ensure that affected communities have access to essential health services, including reproductive health and psychosocial care.
- Conduct regular and routine home visits to participants; link and refer participants with services.

4. Economic Empowerment Initiatives:

- Design and implement vocational training and income-generating activities to promote economic self-sufficiency. Guidance on financial literacy, savings, and micro-enterprise development.
- Support the establishment of community savings initiative groups and link beneficiaries to market opportunities.

5. Protection & Advocacy:

- Advocate for the rights and protection of IDPs, women, children, and persons with disabilities.
- Implement child protection policies and gender-sensitive approaches in all project activities.
- Monitor and report any cases of abuse, exploitation, or rights violations to relevant authorities.

6. Collaboration & Coordination:

- Work closely with local authorities, NGOs, and other stakeholders to align efforts and max impact.
- Participate in coordination meetings and contribute to the development of strategic plans and policies. Share best practices and lessons learned with the broader humanitarian community.

7. Monitoring, Evaluation & Reporting:

- Regularly monitor and report the progress of project activities against set goals and indicators.
- Collect and analyse data to evaluate the effectiveness and impact of interventions.
- Prepare detailed reports documenting activities, outcomes, challenges, and recommendations for future actions.

QUALIFICATIONS:

- Bachelor's degree in Social Work, Nursing, Psychology, Sociology, or related field.
- Minimum of 2 years' experience in humanitarian aid, social work, or community development.
- Strong understanding of the socio-political context in Cameroon.
- Excellent communication skills in English, and local languages or Pidgin.
- Ability to work in challenging and high-pressure environments.
- Commitment to FAWOI's mission and the success of its projects.

WHAT WE OFFER:

- A meaningful opportunity to contribute to the well-being of communities.
- A supportive and collaborative work environment.
- Professional development opportunities.
- A competitive salary and benefits package.

COMMITMENTS: DIVERSITY, EQUITY AND INCLUSION (DEI)

- Commitment to a gender-sensitive working environment and avoid discrimination.
- Commitment to respect of diversity, equity, and inclusion.
- Commitment to career growth and learning.

Beside DEI, FAWOI is committed to the following core values **REDI**:

- **Respect:** Believing and appreciating the dignity and potential of all human beings.
- **Excellence:** Setting high-performance standards and being accountable for and responsible. Mastery of subject matter and meeting with deadlines and results.

- **Diversity:** Having an open mind to other world views and cultures. Offering just and fair standards and overcoming discrimination and favouritism against any individual or group. Regards men and women as equals with equitable standards.
- **Integrity:** Maintaining social, ethical and organizational norms and adhering to the code of conduct. Honest, encourages openness and demonstrates the highest levels of integrity.

PROTECTION AND SAFEGUARDING

FAWOI believes that every person with whom she comes into contact, regardless of age, gender identity, disability, sexual orientation, ethnicity, or religion, has the right to be protected from all forms of harm, abuse, neglect and exploitation. FAWOI will not tolerate abuse and exploitation by staff, related staff, partners or suppliers. All employees must undergo at least one Protection and Safeguarding training, comply with FAWOI's Safeguarding policy, enforce it and apply it throughout their contract tenure.

HOW TO APPLY:

Interested candidates should submit their application via the link: <https://forms.gle/X2v955pBd8GQdKP96> attaching a CV, a Motivation Letter, and an ID. Only applications submitted via the link and on time will be considered and on a rolling basis.

The application should be addressed to: Head of Human Resources, FAWOI, Cameroon

Application Deadline: March 25, 2024 by **5:00 PM GMT+1**

PROCEDURE:

Only candidates whose skills and experience match the job profile are selected and contacted for each phase of the recruitment process that follows accordingly:

- A pre-selection based on submitted files,
- A written competency test (s) and,
- An oral Interview.

If you are not contacted 15days after the closing date, consider your application unsuccessful.

LOCATIONS:

Head Office: Mile 17 Buea, South-West 00237, Cameroon
Other Offices: Kumba, South-West Region 00237, Cameroon
Mile 4, Bamenda, North-West 00237, Cameroon

Join us in making a restoring hope and creating a nourishing environment for families!

Disclaimer: FAWOI is an equal opportunity employer. We encourage candidates from diverse backgrounds to apply. Only shortlisted candidates will be contacted.

FEMALE CANDIDATES ARE STRONGLY ENCOURAGED.

The Secretary General – FAWOI



March 13, 2024