

## Job pack: Resilience expert

<b>Country</b>	Zimbabwe
<b>Employer</b>	Voluntary Service Overseas
<b>Duration</b>	12 months
<b>Job purpose</b>	The role will be responsible to strengthen resilience across VSO programme area by undertaking risk assessments and to respond to the stresses and shocks identified through those assessments through participative action planning which will be the basis of resilient programming approaches. To accompany VSO programme staff and local partners to build a shared understanding on resilience for programming and advocacy.

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## 1. Job Description

Responsibilities	Key Performance Indicators	Competencies	Skills and Knowledge
<ul style="list-style-type: none"> <li>- Lead community and local partners assessments to determine community vulnerability, practices and local authority capacity including programmes on resilience building with relation to national policy environment.</li> <li>- Respond to the stresses and shocks identified through those assessments through participative action planning which will be the basis of resilient programming approaches.</li> <li>- Under the guidance of the Head of Programmes and in collaboration with Programme Managers and the M&amp;E manager the volunteer will strengthen understanding of the concept of resilience within VSO and which stakeholders play an important role in this core concept</li> <li>- Help develop communication materials related to resilience including primary actor voices</li> <li>- Conduct a national or district level risk analysis, either from existing sources or generating risk information when this doesn't exist. This could be in</li> </ul>	<ul style="list-style-type: none"> <li>- Well-designed, inclusive participatory resilience plans at community level</li> <li>- Local partner capacity assessment report on resilience building</li> <li>- Initial quick win community level actions related to resilience building</li> <li>- Relevant communications materials related to community participation and local advocacy</li> <li>- A private sector engagement plan for community resilience</li> <li>- A concept note at the end of the placement for a way forward on resilience programming.</li> <li>- Lead a dissemination workshop to share the pilot experiences with wider actors</li> </ul> <p><i>Objectives will be confirmed in a three way discussion between the volunteer, employer and VSO in the first three months of the placement.</i></p>	<p><b>Building and Sustaining working relationships</b> The social skills to build and actively maintain working relationships that foster teamwork and collaboration with others for the benefit of a common goal</p> <p><b>Open Minded and Respectful</b> A non-judgmental approach that values other people and culture</p> <p><b>Seeking and Sharing Knowledge</b> Recognition that learning is a two-way and continuous process</p> <p><b>Facilitating Positive Change</b> The ability to analyse problems and develop lasting solutions in line with VSO approaches</p> <p><b>Adaptability</b> A flexible approach and the ability to adapt behaviour to different situations</p> <p><b>Resilience</b> The self-confidence to work with a variety of situations, diverse people and ambiguity.</p>	<p><b>Qualifications/knowledge:</b></p> <ul style="list-style-type: none"> <li>• Relevant Master's degree with an environment/ecological/ climate change background</li> <li>• Training experience in participatory poverty/ vulnerability assessment.</li> <li>• Demonstrated experience in community-centred participatory planning</li> <li>• Understanding of participatory methodologies and a commitment to people led development, gender and social inclusion</li> <li>• Experience of working with local authorities/institutions</li> <li>• Basic understanding of causes of poverty and marginalisation.</li> <li>• Strong oral and written communication skills</li> </ul> <p><b>Personal Qualities:</b></p> <ul style="list-style-type: none"> <li>• Strong interpersonal skills and suitable character to work various stakeholders</li> <li>• Conceptual and analytic thinking</li> <li>• Initiative, self-motivated</li> <li>• Proactive, supportive and flexible.</li> <li>• Passionate about people-led development</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Experience in Disaster Risk Reduction.</li> </ul> <p><i>This position will involve travel within and to other districts. It would be an advantage</i></p>

Responsibilities	Key Performance Indicators	Competencies	Skills and Knowledge
<p>the form of a risk profile or a Multi-Hazard Risk Assessment (MHRA);</p> <ul style="list-style-type: none"> <li>- Undertake participatory risk analysis at community level to complement the macro-risk information, this should identify key stresses and shocks, human, social, economic, environmental and physical vulnerabilities to these shocks and existing coping mechanisms. This should also include identification of key services/ systems which are critical to resilience, and the impacts of stresses and shocks on these services.</li> <li>- Identify entry points for integrating resilience into existing programmes and those that are being developed. This could include modification of existing activities to take into account disaster risk or ensuring that a programme has the flexibility to adjust to changing circumstances</li> <li>- Analyse existing or to be-created linkages and alignment with other international development agencies as well as local or national governments to ensure complementarity and synergy between programmes and</li> </ul>			<p><i>if the candidate is experienced in riding a motor bike, or willing to learn</i></p>

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<p>reduce overlap, conflicting priorities and different programmes competing objectives;</p> <p><i>Due to the nature of our volunteer placements, it is possible that the responsibilities of this role may differ in reality and therefore the post holder will need to be prepared to be flexible and adapt to their environment as necessary.</i></p>			
<p><b>Responsible to:</b></p>	<p>Voluntary Service Overseas</p>		

## 2. Personal considerations

In addition to the job description, the following information should be used when considering whether a placement is suitable for you.

### Personal health considerations

If you have a significant current or past medical condition and/or you have general concerns about staying healthy as a volunteer, please use this information to assess whether this placement will be suitable for you. All volunteers require medical clearance from a VSO medical adviser before they are able to take up a placement with VSO. Occasionally, VSO may consider that this placement is too great a risk for you in terms of your personal health and you would be advised to consider a different placement. For further guidance about medical assessment and volunteering with a medical condition please see the [frequently asked questions on VSO website](#).

### Access to medical care and support

The standard and quality of local medical care and support available at this placement will depend on its location within the country. Health facilities are likely to be more poorly resourced in rural areas in terms of medical expertise, equipment, infrastructure and regular supplies of medication. However, this may not be the case in the capital city or in a larger town, where in some countries there may be a reasonable standard of medical care. The following gives you an indication of where the placement is in relation to the country office and how easy it would be to make the journey if you were ill.

#### Medical

Zimbabwe program office has selected private hospitals in Harare as the medical facilities to take care of the health of volunteers in Zimbabwe. Special arrangements for ambulance services like Medical Air Rescue Service (MARS) and selected Dr. Posen to be the medical advisor for all VSO volunteers.

#### Health Conditions

Generally there are no serious life threatening health hazards in the area.

This placement is:

- Roving among 6 partners based in Harare and Masvingo provinces in Zimbabwe

If you wish to discuss your personal circumstances or health concerns in confidence with VSO's medical team before you apply for this placement please contact [medical@vsoint.org](mailto:medical@vsoint.org).

**Accompanying partner or family:** If you have a partner or children who are planning to accompany you to your placement, please use this section to assess whether this placement will be suitable for you.

The placement has no restriction for volunteers who wish to come with accompanying partners and children.

## 3. Background and contextual information

Social Inclusion and Gender, Resilience and Social Accountability are VSO core approaches. As part of Volunteer for development (V4D) project focusing on inclusion and accountability to mainstream gender in all thematic areas of VSO Zimbabwe and create resilience community. Furthermore the programme encourages meaningful participation "Leaving No One Behind" from the local to the

national level and therefore concentrates on creating a strong movement through enhancing knowledge and skill, building capacity, raising awareness and networking with stakeholders to promote social inclusion and accountability and reduce poverty in Zimbabwe. Through this placement, VSO is envisioned to achieve staff, partner and volunteer enhanced knowledge and skill on SIG and SA and reflecting in their new and ongoing programs and policies from grassroots to national level. All VSO staff, Volunteer and partner will be capacitated to facilitate trainings to the local newly elected representatives and other relevant stakeholders in working in various provinces and districts in Zimbabwe.

This position is new and based in VSO Zimbabwe office. The volunteer will work in close coordination with VSO's project officers, Monitoring and Evaluation Manager to carry out Resilience work of the partner organizations and VSO Zimbabwe office. The Volunteer will report to Programme Implementation country wide.

Further information on VSO's work in each of the countries we work in can be found on the [VSO website](#).