

JOIN OUR MISSION
FOR CHILDREN AT RISK
ON THE STREETS



Project Economic Strengthening and Livelihood Lead

Railway Children Africa – Recruitment pack

children RAILWAY
No child lost to the streets



WE BELIEVE IN A WORLD WHERE NO CHILD EVER HAS TO LIVE ON THE STREETS

At Railway Children, we aim to reach vulnerable children found alone and at risk on the streets, and around railways, where they face abuse and exploitation.

They find themselves living on the streets because they've nowhere else to go and nobody to turn to.

We stand for children, their childhoods and their futures.

Over 10,000 children survive on the streets of Tanzania

We work in Tanzania, where children alone on the streets are frequently regarded by society as a nuisance that must be tolerated - a 'problem' rather than vulnerable children who desperately need help and support.

Many are treated as criminals and locked up with adults, where they are subjected to further violence and sexual abuse.

Our pioneering work enables us to get to children before the streets get to them.



OUR AIM FOR 2027 IS TO LEAVE NO CHILD BEHIND

Our new 2022-2027 strategy model focusses on four key action areas for change in order to protect the most vulnerable children, before, during and after they are alone and at risk on the streets:

1. Protecting vulnerable children and supporting their families.
2. Strengthening community responses.
3. Strengthening child protection systems and policies.
4. Invest in evidence building to establish programme models and practices that can be replicated.

At the heart of this is a focus and dedication to collaborating with others and the development of contextual safeguarding solutions, to protect all young people from harm and abuse.



WHO WE ARE



OUR VISION

We believe in a world where no child ever has to live on the streets.



OUR MISSION

Create and enable sustainable change for children living alone and at risk on the street.



OUR AIM FOR 2027

We will evidence and demonstrate, effective and sustainable safeguarding solutions for street connected children.

These Five Values Guide Our Work



NEVER GIVE UP

Face challenges head on.



HAVE COURAGE

Push boundaries.
Think Big.



EARN TRUST

Be Honest. Always act with Integrity.



SHOW COMPASSION

Respect and Dignity
for all.



NURTURE TALENT

Encourage growth.
Enable others.



OUR PEOPLE PROMISE

All that we can achieve as an organisation is only possible because we have dedicated, skilled and courageous people. Their tenacity, passion and compassion create a culture

that enables us to deliver incremental value beyond the resources we could ever have available to us. We know this, we witness it every day and therefore we strive to create an organisation that values them and their contribution.

As we set out to achieve life saving change for vulnerable children, we make our people a promise:



We will ensure diversity and inclusion, following transparent, fair and rigorous recruitment processes that attract and encourage applications from a diverse range of candidates.



We will support new people to fully settle into their new role and our organisation by providing a structured induction and integration programme.



We will work with our people to identify their career and development goals and facilitate opportunities for growth.



We will develop and implement a wide range of initiatives that ensure that our people are well-managed, supported, cared for and feel valued, listened to and included.



When people leave, we will listen and learn and seek leavers to be ambassadors for Railway Children Africa.



THE ROLE

Project Economic Strengthening and Livelihood Lead

Department:	Project
Location:	Dar es Salaam/ Mwanza - Tanzania
Responsible to:	Project Manager
Responsible for:	Project Assistants/ Officer - Economic Strengthening and Livelihood

JOB PURPOSE

The Economic Strengthening and Livelihood Lead is responsible for guiding the implementation of youth empowerment initiatives designed to enhance the economic well-being of street-connected youth, at-risk out-of-school youth, including Adolescent Girls and Young Women (AGYW), to transition into self-sustainable and productive individuals. This role aims to provide Programmatic leadership in youth intervention which will involve guiding and overseeing programs designed to support and positively impact young people in the programme. The ESL lead will also support in ensuring increase in young people's savings, income, and assets, thereby improving their overall economic status and facilitating their integration into communities. By collaborating closely with government departments, Economic Strengthening and Livelihood Assistants/Officers, and community volunteer cadres, the lead will provide essential economic strengthening services.

Additionally, the position focuses on developing tailored plans that equip these young individuals with vital information and skills to promote positive behavior changes, foster leadership qualities, and cultivate entrepreneurial and vocational skills necessary for securing sustainable livelihoods. Through building and nurturing relationships with relevant stakeholders, the lead will help youth acquire a diverse range of skills, ultimately enhancing their well-being and enabling them to lead fulfilling lives.

KEY RESPONSIBILITIES

The role requires flexibility to support street-connected children and youth, ensuring their immediate needs are met.

MAJOR RESPONSIBILITIES:

- Act as a liaison to maintain strong relationships with relevant government departments and stakeholders.
- Lead the planning and implementation of the youth intervention work.
- Lead the development of economic strengthening initiatives and tailored packages for street-connected youth and Adolescent Girls and Young Women (AGYW).
- Provide coaching and mentorship to project assistants/officers on operating savings and lending groups, business plan development, financial literacy, entrepreneurship, self-employment, and market development.
- Disseminate standard operating procedures (SOPs), guidelines, tools, and job aids to support the effective implementation of the youth association model.
- Analyze and monitor trends, opportunities, and challenges related to market linkages and economic strengthening to refine intervention strategies.
- Ensure high-quality training facilitation and provide systematic post-training supervision and mentorship for street-connected youth.
- Promote a culture of accountability and learning through regular project site monitoring, oversight of assessments, and proper documentation.
- Collaborate with communication team to document project learnings, including success stories, case studies, and beneficiary feedback.
- Assist project assistants/ Officers in identifying, mobilizing, and recruiting street connected and AGYW into youth associations.
- Recommend and support the refinement of training materials, well-being assessment tools, and processes to measure impact of economic strengthening initiatives.
- Facilitate connections for project beneficiaries with various service providers to diversify livelihood options and enhance employability and life skills.
- Establish a safety net for young individuals by creating diverse opportunities and lifelong socio-economic networks to promote self-sufficiency.

- Assist youth in obtaining legal identities to access financial support from local government authorities and financial institutions with favourable interest rates.
- Encourage a culture of saving among empowered youth through Village Savings and Loan Associations (VSLAs).
- Build and maintain strong partnerships with vocational training centres, apprenticeship instructors, health services, mental health organizations, entrepreneurs and small business owners, NGOs, and community-based organizations to enhance opportunities for young people.
- Ensure timely preparation and submission of weekly, monthly, and quarterly plans and reports.

LINKAGES & NETWORKING

- Support networking and linkages with the Social welfare department and other stakeholders to support programme implementation.
- Represent RCA in key local, national, and regional networks and forums.

GENERAL DUTIES

- Uphold and work within Railway Children's policies and procedures.
- Actively promote and embody Railway Children's core values of "Never Give Up", "Have Courage", "Earn Trust", "Show Compassion" and "Nurture Talent" across the organisation and partners.
- Undertake any other duties, as appropriate to the post, as delegated by the line manager.

KEY RESPONSIBILITIES

KNOWLEDGE, SKILLS AND ABILITIES:

- Substantial experience in stakeholder engagement with government, donors, civil society at senior levels of authority.
- Excellent interpersonal skills: ability to work inclusively and collaboratively with a range of partners, including, and authorities at different levels, NGOs, youth organizations.
- Experience in working with vulnerable young people in economic strengthening initiatives, in areas such as hands-on skills, vocational training, apprenticeship placements, business development, entrepreneurship, and financial services.
- Solid background and experience with formation of youth self-help groups and understanding of other youth empowerment models.
- Demonstrated experience in community mobilization, organization, management and mediation among local actors and partner capacity building.
- Demonstrated experience in training design, delivery and mentoring in subject matter relevant to this position.
- Commitment to and understanding of the Youth Association Modal and intervention designed to support street connected youth and young people.
- Ability to work independently, think innovatively and strategically, and work effectively within a team.
- Excellence non-judgmental interaction with beneficiaries and stakeholders, great listener; Initiative and the ability to anticipate situations, create opportunities or avoid problems.
- Ability to work independently, take initiative and leadership
- Computer skills necessary for documentation and reporting of project activities.

EXPECTED COMPETENCIES AND QUALIFICATIONS:

- Bachelor's degree in Entrepreneurship, Agri-Business, Business Studies, Community Development/Community Economic Development, or equivalent experience.
- At least five years' experience in working with vulnerable young people in economic strengthening initiatives, in areas such as small-scale crop and livestock production, value-chain development, business development, entrepreneurship, financial services

BEHAVIOURAL COMPETENCIES/ATTITUDE:

- Solution-oriented and flexible attitude with the ability to work proactively and take initiative.
- Ability to build strong team relationships.
- Possess the requisite empathy, compassion and passion to address the needs and challenges of working with children and Young vulnerable adults.
- Alignment with core organisational values
- Conduct yourself in accordance with the rules of 'Child Safeguarding Policy' and 'Code of Conduct Policy' in your Professional and Personal life-which includes reporting suspicions of child abuse or any breach of these policies.



A GREAT PLACE TO WORK

Railway Children Africa is an International NGO registered in Tanzania, no. I-NGO/R1/00941, as an affiliate of our parent company Railway Children UK.

Railway Children has been working in Africa for over 10 years. We continually strive to provide a positive work environment for all our employees.

This is an exciting time to be joining Railway Children Africa.

In the next five years we have exciting plans to upscale our work dramatically.

If you would like to be part of this exciting journey, we'd love to hear from you.



STILL INTERESTED?

How to apply...

To apply for this position, please complete the application form and return it to jobs.mwanza@railwaychildren.or.tz Please include job title applied for in email subject. Please note that Railway Children will only accept applications made using this application form and will not accept CVs, academic certificates or covering letters.

At Railway Children, we are committed to the safeguarding and protection of all those who come into contact with us in our work. We follow a range of procedures to ensure that only those who are suitable to work with children and vulnerable people are recruited to work for us. This post is subject to a range of background and reference checks including criminal records check.

Due to the number of applications often received, only those to be invited for interview will be informed of the outcome of their application.

Applicants who have not heard within two weeks of the closing date should assume they have been unsuccessful.

Closing date: 12th October 2024 at 17:00 East African time.

THANK YOU.