

JOIN OUR MISSION
FOR CHILDREN AT RISK
ON THE STREETS



Project Assistant – Economic Strengthening and Livelihood

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 Assistant – Economic Strengthening and Livelihood

Department:	Project
Location:	Dar es Salaam/ Mwanza - Tanzania
Responsible to:	Project Team Lead- Economic Strengthening and Livelihood
Responsible for:	N/A

JOB PURPOSE

The Project Assistant for Economic Strengthening and Livelihood plays a crucial role in enhancing the capabilities of street-connected youth, at-risk out-of-school youth, and young individuals transitioning into self-sustainable and productive individuals. This position focuses on providing young people with the necessary information and skills to foster positive behavior changes, develop leadership qualities, and gain entrepreneurial and vocational skills, enabling them to secure a decent livelihood. The Project Assistant will also work on building and strengthening relationships with relevant stakeholders to equip youth with various skills, ultimately helping them improve their well-being and ability to lead fulfilling lives.

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

KEY RESPONSIBILITIES

MAJOR RESPONSIBILITIES:

- Collaborate in planning and implementing youth activities aligned with the project's goals, objectives, and budget.
- In collaboration with local government authorities identify, enrol and monitor youth enrolled on vocational and apprenticeship placements.
- Conduct needs assessments for youth beneficiaries to develop personalized support and graduation plans.
- Facilitate the community integration of full-time street connected youth vacating street life and start living independently in the community.
- Engage youth in continuous skill-building (both soft and hard skills) to promote self-reliance and resilience.
- Assist the youth in trade choosing and conducting local opportunities mapping and assessment.
- Facilitate the formation of saving groups for street-connected youth to promote financial independence.
- Identify community resources that youth can access for support beyond the program.
- Assist youth in obtaining legal identities to access financial support from local government authorities and other financial institutions with favourable interest rates.
- Encourage a culture of saving among empowered youth through Village Savings and Loan Associations (VSLAs).
- Support the street outreach team by participating in street work and activities aimed at children living and working on the streets.
- Encourage collaboration with outside experts to lead organized life skills workshops during youth association meetings, covering topics such as Sexual and Reproductive Health, substance use, and more.
- Build and maintain strong partnerships with schools, health services, mental health organizations, businesses, NGOs, and community-based organizations to enhance opportunities for young people.

- Actively engage in local networks to promote youth-focused activities and advocate for youth.
- Ensure timely preparation and submission of individual weekly, monthly, and quarterly plans and reports.
- Build and maintain working relationships with different stakeholders including local leaders, community champions and youth facilitators/ community youth workers with the aim of promoting youth economic development.
- Maintain regular communication with Project Team Lead – ESL on youth activities implementation progress, learnings and strategies to meet the expected deliverables.
- Document success stories and case studies to inform future programming.

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

EXPECTED COMPETENCIES AND QUALIFICATIONS:

- Bachelor's degree in Entrepreneurship, Agri-Business, Business Studies, Community Development/Community Economic Development, or equivalent experience.
- 1+ years relevant experience in youth empowerment approaches
- Excellent interpersonal skills: ability to work inclusively and collaboratively with a range of partners, including, and authorities at different levels, NGOs, youth organizations.
- Sound knowledge and experience in education, social work or community and economic development is desired
- Skills in planning and facilitating training of youth and other marginalized young people.
- Solid background and experience with formation of youth self-help groups and understanding of other youth empowerment models.
- Demonstrates a high level of empathy/emotional intelligence particularly working with marginalized young people
- Ability to work under minimum supervision
- Computer skills necessary for documentation and reporting of project activities.

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.

BEHAVIOURAL COMPETENCIES/ATTITUDE:

- 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
- 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.



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.