***The following provides guidance on development of role profiles. This guidance should be used when completing the template. (Please use font Gill Sans MT size 11)***

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| **TITLE:**  Social Behaviour Change Specialist | | |
| **TEAM/PROGRAMME:** | **LOCATION: Harare** | |
| **GRADE**: 2 | **CONTRACT LENGTH:1 July 2024 to 31 January2026** | |
| **CHILD SAFEGUARDING: (select only one)**  Level 3:  the post holder will have contact with children and/or young people *either* frequently (e.g. once a week or more) or intensively (e.g. four days in one month or more or overnight) because they work country programs; or are visiting country programs; or because they are responsible for implementing the police checking/vetting process staff. | | |
| **ROLE PURPOSE:**  In March 2021, the United States Agency for International Development (USAID) awarded Abt Associates (Abt) a five-year cooperative agreement to continue to support Zimbabwe in conducting malaria control and elimination activities. Building on the work conducted during the implementation of the Zimbabwe Assistance Program in Malaria (ZAPIM), the Zimbabwe Assistance Program in Malaria II (ZAPIM II) continues to perform an array of malaria prevention and treatment activities in Zimbabwe.  Under ZAPIM II, Save the Children leads the Social Behavior Change (SBC) elements of the project by taking lessons learned from ZAPIM to the next level to deliver a holistic and integrated approach that supports Zimbabwe along its pathway to eliminate malaria.  The SBC specialist will work closely with the SBC Community Engagement Specialist and the ZAPIM II team to develop, implement, and monitor evidence-based SBC programming that is integrated and collaborative. The incumbent will support assessments to understands the issues around adopting Malaria prevention behaviors amongst different audiences in areas of ZAPIM II implementation, including issues of access, social norms, trust, and will develop audience specific interventions and support SBCC resources to address and minimize these barriers.  In the event of a major humanitarian emergency, the role holder will be expected to work outside the normal role profile and be able to vary working hours accordingly. | | |
| **SCOPE OF ROLE:**  **Reports to: Nutrition and Health Technical Expert (within SC CO) and to the ZAPIM II Technical Director**  **Staff reporting to this post: One (**SBC Community Engagement Specialist)  **Budget Responsibilities: None**  **Role Dimensions**: He/she will be based in the ZAPIM II project consortium office under the leadership of the ZAPIM II Technical Director. The Technical Director will be responsible for providing program leadership on all Field Program activities for the consortium. | | |
| **KEY AREAS OF ACCOUNTABILITY :**  **Data collection and review:**   * Update existing catalogue of ZAPIM I and ZAPIM II SBC resources and asset.   **SBC strategy rollout:**  **Project implementation and documentation**   * Support implementation of SBC programming, working with project team to develop an implementation plan, identify key interventions and respective guidance and tools for these interventions, and support any trainings on Interpersonal Communication, or with partners and MOHCC staff as necessary. * Adapt SBC activities and indicators as needed based on:   + NMCP's Malaria SBC strategy   + monitoring and community feedback   + changing malaria situation and need within the areas of implementation * Support ZAPIM II team in monitoring and collecting data and reporting on indicators in collaboration with the MEL team. * Support ZAPIM II’s MEL and Knowledge Management/Communications teams to develop case studies, weekly bulletins and success stories from ZAPIM II interventions.   **Collaboration and documentation**   * Collaborate regularly with ZAPIM II project team so that all elements of community engagement, ITNs, IRS, iCCM and CM are integrated with the SBC framework. * Regular collaboration and communication with SCUS and the SCI CO * Contribute to and advise on the timely production of quality deliverables to USAID, including quarterly reports, annual reports, work plans, budgets, technical reports, and publications. * Regular collaboration and communication with MOHCC and PMI on SBC activities. * Attend relevant meetings, technical working groups, conferences, etc. as necessary to share knowledge generated through ZAPIM II interventions and to represent the project. * Work closely with the ZAPIM II team and the MEAL specialist to ensure documentation throughout the project, to capture lessons learned, successes, challenges, testimonials, and innovations in Community Engagement and SBC   **Localisation**   * Support the Country Office’s localisation initiative in line with Save the Children International and the Save the Children Zimbabwe Country Office’s Localisation Strategy.   **Safeguarding**   * Ensure children and their communities are aware of conduct to expect of Save the Children staff and how to raise concerns regarding safeguarding * Inform all beneficiaries via ongoing, age-appropriate verbal or written information in relevant languages about the conduct they can expect of Save the Children staff/representatives in relation to the Child Safeguarding Policy and Code of Conduct | | |
| **BEHAVIOURS (Values in Practice**)  **Accountability:**   * holds self accountable for making decisions, managing resources efficiently, achieving and role modelling Save the Children values * holds the team and partners accountable to deliver on their responsibilities - giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved.   **Ambition:**   * sets ambitious and challenging goals for themselves and their team, takes responsibility for their own personal development and encourages their team to do the same * widely shares their personal vision for Save the Children, engages and motivates others * future orientated, thinks strategically and on a global scale.   **Collaboration:**   * builds and maintains effective relationships, with their team, colleagues, Members and external partners and supporters * values diversity, sees it as a source of competitive strength * approachable, good listener, easy to talk to.   **Creativity:**   * develops and encourages new and innovative solutions * willing to take disciplined risks.   **Integrity:**   * honest, encourages openness and transparency; demonstrates highest levels of integrity | | |
| **QUALIFICATIONS**   * A bachelor's degree or higher in public health, health, development, or social sciences. * At least 3 years, preferred 8+, experience in planning, implementation, monitoring and evaluation of Social Behaviour Change programming or development programs improving access, demand and quality of care, preferably in Zimbabwe and ideally including malaria prevention and treatment. * Understanding of international public health and community development theory and practice. Strong theoretical background in social behaviour change. * Experience and background in institutional development and capacity-building approaches. Skills in participatory facilitation and competency-based training. * Significant experience working collaboratively and productively with a range of partners, including government, local and international NGOs, FBOs, CSOs, and communities. * Strong interpersonal skills and cultural sensitivity. * Strong organizational skills with ability and commitment to work in a fast-paced team setting with multiple priorities, deadlines, and deliverables.   Excellent oral and written communication skills; fluency in English and in any other vernacular languages (Shona/Ndebele) | | |
| **Additional job responsibilities**  The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience. | | |
| **Equal Opportunities**  The role holder is required to carry out the duties in accordance with the SCI Equal Opportunities and Diversity policies and procedures. | | |
| **Child Safeguarding:**  We need to keep children safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse. | | |
| **Health and Safety**  The role holder is required to carry out the duties in accordance with SCI Health and Safety policies and procedures. | | |
| **JD written by:**  Carla Sanchez and Jeanne Koepsell | | **Date:** 2020 |
| **JD agreed by:** Angeline Matereke, Brian Gwizo | | **Date:** 20.03 2024 |
| **Updated By:** Arianna Serino and Jeanne Koepsell | | **Date:** 14 February, 2024 |
| **Evaluated:** Zimbabwe CO | | **Date:** 2020 |