



## JOB DESCRIPTION

IDENTIFICATION	
JOB TITLE	Disability Inclusion Associate
REPORTING TO	Senior Technical Advisor
DEPARTMENT/UNIT	Family and Reproductive Health
PROJECT	JTF DEESIP FP project
DURATION OF CONTRACT	One Year (Renewable)
NUMBER OF VACANCIES	Two (2)
DUTY STATION	Garissa County and Tana River County

Amref Health Africa was founded in 1957 and has since grown to become the largest African-based international health development organisation; currently implementing more than 180 programs, reaching more than 40 million people across 35 African countries; and a staff complement of over 2,000. Headquartered in Nairobi, Kenya, Amref Health Africa has offices in ten countries in Africa – Burkina Faso, Ethiopia, Guinea (Conakry), Kenya, Malawi, Senegal, South Sudan, Tanzania, Uganda and Zambia. An additional eleven advocacy and fundraising offices are located in Europe and North America.

Amref Health Africa is driven by its vision of *'Lasting health change in Africa'* and its mission *'To catalyze and drive community-led and people-centred health systems while addressing social determinants of health'*. We believe that the power to transform Africa's health lies within its communities, and therefore strive to ensure that health systems are not only functional but that communities are empowered to hold these systems accountable for the delivery of quality and affordable health care.

### OVERVIEW OF DEEPENING SUSTAINABLE AND EQUITABLE INCREASES IN FAMILY PLANNING (DEESIP)

Amref Health Africa in Kenya is implementing a project focused on Deepening Sustainable and Equitable increases in Family Planning (DEESIP) in the Northern Arid Land counties of Garissa and Tana River. **The main goal of the project** is to contribute towards reducing maternal, newborn, and child mortality and morbidity in the targeted counties. The project seeks to increase demand and care-seeking behaviors for family planning services among women of reproductive age, improve access to quality family planning services in marginalized communities, and enhance health systems at the county level to support family planning service provision. The project seeks to empower women to take control of their reproductive health and economic engagement, aligning with Kenya's goal of reducing maternal, newborn, and child mortality. In Kenya, access to specialized services for Persons with Disability (PWDs) is minimal, leaving them at a disadvantage. In addition, PWDs are significantly affected by adverse health and FP/RH outcomes due to a series of individual, environmental, attitudinal and institutional factors. Additional challenges such as negative cultural perceptions of PWDs affect their access to health services, inclusion and care by their communities. We believe that strengthening rights and privileges for all groups will promote inclusivity and sustainable health change, including FP uptake and community development.

To this end, AMREF Kenya wish to invite suitable candidates to join our team as Disability Inclusion associates to support in strengthening PWDs inclusion in the project.

### JOB PURPOSE

The Disability Inclusion Associate will play a pivotal role in promoting and ensuring the inclusion of persons with disabilities within the project. This role involves providing support, coordination, and advocacy to ensure that the project activities are designed, implemented, and monitored with a strong focus on disability inclusion. The Disability Inclusion Associate will work closely with other programmatic and operational teams to mainstream disability inclusion across all aspects of the project.

## DUTIES AND RESPONSIBILITIES

The Disability Inclusion Associate will also work with the different project teams to mainstream disability inclusion. He/she shall liaise with the project team and county department of health to ensure the smooth implementation of disability inclusion related activities.

KEY AREA	ACTIVITIES
<b>Technical Support to Project Implementation</b>	<ul style="list-style-type: none"> <li>• Collaborate with project teams to incorporate disability-inclusive strategies and activities into project design, implementation, and monitoring.</li> <li>• Support the programme and project teams in conducting reviews of project documentation to ensure alignment with the projects overarching goal of leaving no one behind.</li> <li>• Provide technical assistance to project staff and healthcare workers to enhance their capacity in disability-inclusive programming.</li> <li>• Facilitate regular consultations and engagement with grassroot organizations of persons with disability, networks, and experts to enhance disability inclusion in Family Planning services.</li> <li>• Liaise with partners, including county government, the private sector and organizations of persons with disabilities, to foster collaboration and knowledge sharing on disability inclusion.</li> <li>• Organize and monitor community dialogue activities.</li> <li>• Ensure participation, develop meaningful cooperation, and build partnership with persons with disabilities and their representative organizations.</li> <li>• Serve as a focal point for disability-related matters, providing guidance, technical expertise, and support to colleagues within the project.</li> </ul>
<b>Capacity Building</b>	<ul style="list-style-type: none"> <li>• Support Leadership, Management and Governance activities targeting CHMT/SCHMT members.</li> <li>• Work with the county department of health to sensitize and train relevant health stakeholders and service providers on the importance and use of data collection tools such as the Washington Group Questions Section Set and the inclusion of persons with disabilities into feedback mechanisms to improve quality of services</li> <li>• Organize and deliver training sessions and capacity-building workshops for project staff, partners and healthcare workers on disability-inclusive development approaches.</li> <li>• Identify and address key barriers and facilitators to access and uptake of quality family planning information and services among persons with disabilities and fulfilment of their SRHR.</li> </ul>
<b>Research and Advocacy</b>	<ul style="list-style-type: none"> <li>• Contribute to the development of policy briefs, reports, and other communication materials to raise awareness about disability issues in SRHR and promote inclusive development.</li> <li>• Support advocacy efforts to raise awareness of disability inclusion issues and promote the rights of persons with disabilities</li> </ul>
<b>Monitoring, Evaluation and Documentation</b>	<ul style="list-style-type: none"> <li>• Support in monitoring and evaluation of project activities to ensure quality and compliance to standards.</li> <li>• Support and generate mechanisms to collect data on the access of persons with disabilities to quality SRHR information and services.</li> <li>• Develop inclusive indicators and mechanisms for tracking disability inclusion related activities</li> <li>• Prepare monthly, quarterly and annual reports relating to the project.</li> <li>• Support in preparation of annual work plans and progress reports as per donor requirements.</li> <li>• Lead in documentation and dissemination of best practices and lessons learnt.</li> </ul>

KEY AREA	ACTIVITIES
<b>Partnership and Networking</b>	<ul style="list-style-type: none"> <li>Strengthen partnerships and networks through liaising with relevant partners, stakeholders and collaborators at the county level.</li> <li>Represent Amref in partners and collaborators consultative meetings at the county level as delegated by the Project lead.</li> <li>Participate and provide thought leadership on disability inclusion in the various county technical working groups.</li> </ul>
<b>Admin and Financial Management</b>	<ul style="list-style-type: none"> <li>Support in day to day management of activity budgets including processing field imprests and other financial transactions.</li> <li>Ensure timely accounting for the use of project resources by stakeholders and communities in liaison with finance teams.</li> </ul>
<b>Programme Development</b>	<ul style="list-style-type: none"> <li>Participate in concepts development and writing of new concepts and proposals for fundraising.</li> </ul>

## REQUIRED QUALIFICATIONS

### Education and Professional Qualifications

- Bachelor's degree in Development Studies, Education, Social Sciences, or other related fields or an advanced diploma with substantial relevant experience
- Training, knowledge and experience in the implementation of FP/RH service delivery programs.

### Required Qualifications and Experience

- Minimum of three (3) years of progressively responsible experience in disability inclusion, inclusive development, project implementation, or a related area.
- Experience working with government or donor funded programs will be an advantage
- Demonstrated ability to support social inclusion programmes with government representatives, for-profit private sector entities, local community organizations, donors and other stakeholders, particularly at the sub national level, preferably including demonstrated experience in building service delivery quality and utilization.
- Experience in working both at health facility and community levels.
- Experience in implementing projects involving diverse partners, consortiums and operations

### Knowledge, Skills and Competencies

- Sign language interpretation skills
- Excellent oral and written communication skills
- Able to work with a multi-talented project team across cultural diversities
- Good coordination, problem solving and networking skills
- Excellent reporting and computer skills and ICT competencies a must
- Ability to work independently and in isolation
- Decision making and problem-solving skills
- Ability to work under pressure and within strict time limits
- The ability to plan, organize and prioritize work

**Note: Persons who are differently abled are encouraged to apply.**

### How to apply

Interested? Please visit our website <https://amref.org/vacancies/> to make your application. You will be directed to our online portal where you will need to create an account in order for you to be able to submit your application. Your application should include a cover letter detailing why you are the best fit for this position and your CV with relevant skills and experience. Closing date will be **January 21, 2024**. Only shortlisted candidates will be contacted.

*Duly note that Amref Health Africa does not require applicants to pay any money at whatever stage of the recruitment and selection process and has not retained any agent in connection with recruitment. Although Amref may use different*

*job boards from time to time to further spread its reach for applicants, all open vacancies are published on our website under the Vacancies page and on our official social media pages. Kindly also note that official emails from Amref Health Africa will arrive from an [@amref.org](mailto:@amref.org) address.*

*Amref Health Africa is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. Amref Health Africa is an equal opportunity employer and has a non-smoking environment policy.*