VACANCY ANNOUNCEMENT

Light for the World

Our vision is an Inclusive Society for All, where no one is left behind and all persons participate equally in the cultural, social, political and economic environment. Our mission is to contribute to a world in which persons with disabilities fully exercise their rights. The UN Convention on the Rights of Persons with Disabilities guides us. Persons with disabilities living in poverty are amongst the most excluded groups in society. They are at the centre of our work and they drive the change.

Light for the World Netherlands is an associate member of Light for the World International, following the same vision, mission, strategy, core values and overall theory of change. However, we have our own specific focus, strategic goals and distinct role within the international body: providing disability mainstreaming expertise to development organisations to become disability inclusive in their organisational practices and programmatic work. Our ambitions, objectives and working methodology is described in our strategic plan 2016-2020 “Making disability inclusion work: innovation for inclusion”.

Currently we are involved in three programmes in Kenya, these are:
- EmployAble, phase II on inclusive vocational training and employment (together with ADDA),
- Amplifying Voices of Women with Disabilities on disability inclusive local governance (with UDPK), and
- InBusiness on inclusive entrepreneurship.

We are looking for a qualified person for the position of

Disability Inclusion Advisor (fulltime) in Kenya

The disability inclusion advisor has the following:

Responsibilities
- Is responsible for creating interest in and providing technical input and advice to mainstream national and international organisations to strengthen their institutional capabilities to mainstream disability into policies and programmes, in accordance with the Strategic Plan and as agreed in the Annual Work Plan and associated budget.
- Is responsible for programme development in Kenya in close collaboration with the business development specialist.

Main tasks
- Planning, Monitoring, Evaluation and Learning:
  - Prepares the Strategic Outlook, Annual Work Plans and Estimated Budget, and sends these for approval to the programme team;
  - Makes monthly reports for the programme team, and participates actively in the monthly programme team meetings and biannual INSPIRE weeks;
  - Organises all programme coordination related activities needed to meet donor requirements;
  - Consults with and shares learning and evidence from the assignments and programmes with the specialist unit of Light for the World Netherlands.
Facilitating disability inclusion with (I)NGOs, government and UN agencies and allied stakeholders

- Networking: To represent Light for the World in networks of NGOs and/or government bodies, as required; To initiate and build relationships with both mainstream and disability organisations, in order to advocate for disability inclusion and to initiate partnerships with organisations interested in disability mainstreaming.
- Advising and training: To coordinate learning sessions and working groups; to bring organisations together in learning platforms; To develop and deliver trainings and workshops on the inclusion of persons with disabilities in development; To advise and support individual government and development organisations on making their programmes inclusive;
- Knowledge & information management: To gather and disseminate relevant information regarding disability mainstreaming; To document lessons learned.

Identifying/building relationships with disability advisory organisations to strengthen their capacity

- Advisory support from project design to evaluation phase, facilitating the involvement of technical partners and resource persons in design and implementation of disability inclusion interventions, monitoring, documentation, networking.
- Capacity building, coaching, involvement of relevant partner staff in co-facilitation of trainings, support monitoring and documentation, networking / identifying potential disability advisory organisations and resource persons.
- Capacity building, coaching, involvement of relevant partner staff in lobby and advocacy campaigns and efforts on disability rights.

Mandated

- The disability inclusion advisor reports directly to the Head of Programmes of Light for the World Netherlands, and is mandated to coordinate all activities, determine priorities and implement activities in Kenya.

We are looking for a disability inclusion advisor with the following knowledge, skills, experience and abilities

Knowledge

- Relevant university degree or higher education, preferably in international relations and/or development, social sciences or (business) management

Professional qualifications

- Minimum of ten years of experience as programme manager, senior advisor/trainer in the field of international development, business and innovation
- Proven experience in disability rights, disability mainstreaming and change management
- Proven experience in contract management and monitoring and evaluation of projects supported by institutional donors
- Proven experience in programme development, including social innovation design thinking applied to programmes/projects
- Demonstrable leadership and management skills
- Demonstrable training and advisory skills

Personal qualifications

- Ability to take initiative, be pro-active, work self-motivated and independently
- Result oriented and ability to follow through
• Strong interpersonal skills, communication skills (written and oral) and leadership skills
• Ability to work simultaneously in multiple teams and multi-stakeholder partnerships
• Significant understanding of complex environments (analytic skills) and able to determine the role and tasks of Light for the World
• Ability to build relationships with staff of government, non governmental and faith based organisations
• Ability and willingness to travel extensively within Kenya, and occasionally abroad
• Fluency in English
• Advanced computer skills (Word, Excel, Outlook)

Recruitment process and employment contract

We are looking for a person with the following nationality, in following order of preference:
1. Kenyan, 2. (East-)African; 3. other. In respect of our mandate you have an interest in working with persons with disabilities and are committed to the values and objectives of Light for the World.

Commencement contract: January 2018
Salary: please give us your salary indication
Location: Kenya, with working station in Nairobi
Contract duration: One year with possibility for renewal

Please send your application letter and C.V. with salary information before October 28th to vacancy@lightfortheworld.nl. For further information on Light for the World please take a look at our website. Skype interviews with shortlisted candidates will be scheduled in the afternoons of November 6th and 7th.

We strongly encourage women and persons with disabilities to apply for this position.

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