



INTEGRATED DISABLED WOMEN ACTIVITIES

Plot 10, Jalum Road, Northern Division, Iganga Municipal Council,
 P.O. Box 556, Iganga, Uganda, East Africa, Tel: +256 772 449 270,
 E-mail:idiwa2009@gmail.com, Website:www.idiwaug.org, Facebook:IDIWA NGO, Twitter:IdiwaNgo

JOB OPPORTUNITY

Job Title	Program Officer, Sexual and Reproductive Health Rights (SRH-R) Program
Department	Sexual and Reproductive Health Rights (SRH-R) Program
Location	Eastern Uganda (Kamuli and Jinja Districts)
Reporting to	Executive Director
Responsible for	NA
Liaison with	Programme/Options staff, and Consortium partners
Hours	Full Time
Type of contract	Employment
Organization	
<p>Integrated Disabled Women Activities (IDIWA) is a voluntary not for profit non-governmental organization established in 2000, purposely to empower women and girls with disabilities to maximize their potential and improve their standard of living. We provide information and influence sub national Governments, health workers, and NGOs and CSOs to catalyse change to ensure health and social services are accessible to people with disabilities, especially women and girls.</p>	
Background to the Programme	
<p>Adolescent girls and young women with disabilities are twice likely to have an unmet need for contraception compared to their non-disabled peers, putting them at increased risk of unintended pregnancy. They also face disability and age- related stigma, and physical and communication barriers to accessing sexual and reproductive health services, as well as lack of information and agency, increasing the risk that they delay seeking services.</p> <p>There are gaps in our knowledge and understanding of effective adolescent health and disability inclusive programming, and there are very few sexual and reproductive health services that have been tailored to adolescents with disabilities. We need to explore new approaches and focus on catalytic, transformative, systemic change which addresses the root barriers preventing gender equality, rather than seeking to change women to adapt to discriminatory systems. Deploying a movement building approach, we encourage women’s rights activists and their formation to centre and elevate strategies that are deliberate in shifting power relations, and surfacing invisible issues affecting women and girls with disabilities and weave the connections such as consciousness raising/awareness creation; sustaining Women human Rights Defenders (WHRD); advocacy/campaign; and knowledge leadership.</p>	

Programme: We Lead Program - Supporting Access for Adolescents Girls and Young Women with Disability to SRH Services and Rights

The We Lead Program aims to increase access to disability inclusive SRH Services and Rights to Adolescent Girls and Young Women with Disabilities.

IDIWA is a Community of Action Organization (CoA) in the We Lead consortium hosted by the Sexual Reproductive Health Rights- SRHR Alliance Uganda, working in partnership with CoA Organizations, and local civil society organisations (CSOs). Taking Gender Transformative and Human Rights Approaches, the programme will:

- Ensure adolescent girls and young women with disabilities are able to access quality sexual and reproductive health services that are inclusive of their needs
- Foster and support a community-based movement to shift social norms and build girls' agency through mobilising both online platforms and interpersonal networks
- Build the capacity of local organisations to reduce unsafe abortion rates.

Main purpose of job

To run with the SRH-R thematic work both administratively and technically; and support day-to-day implementation of the project in the respective districts, with a particular focus on supporting rights holders (AGYWD) and partners to undertake their awareness raising and SHR service referral activities. The programme officer will act as the We Lead Program focal person at IDIWA, undertaking program implementation, monitoring and evaluation, and partner liaison activities under the supervision of the Executive Director.

Main Duties

A. Programme Management

- i. Facilitate the implementation of effective administrative, reporting systems and processes for the programme, following organizational policies and protocols.
- ii. Develop weekly, monthly and quarterly program specific workplans and budgets
- iii. Attend We Lead Program meetings relevant to the program with the host as agreed with the Executive Director.
- iv. Maintain monthly program focused risk matrix, including updated information based on regular risk monitoring at local level.
- v. Document any safeguarding incidents occurred within the with programme following reporting policy and protocol, and share these with the Executive Director within 24hours of occurrence.
- vi. Support the logistic organisation of We Lead team visits to IDIWA and the project sites be these host staff members, consultants, partners or donors.
- vii. Promote behavioural change, life skills and psychosocial support for AGYWDs.
- viii. Coordinate development of IEC materials, distribution and education on safer sexual practices, and SRH-R generally.
- ix. Promote Women & Girls with disabilities friendly SRH services.
- x. Coordinate monthly sexual reproductive health outreach services for women & girls with disabilities summarize and generate monthly, quarterly and annual reports for internal and external stakeholders.
- xi. Identify and respond to emerging community issues on Drug abuse, HIV prevention, teenage pregnancy and family planning among young people.

- xii. Conduct training workshops and deliver education opportunities for AGYWD
- xiii. Support continuous quality improvement of integrated and stand-alone SRH programs community-based settings.
- xiv. Contribute to IDIWA SRH strategy to complement the overall IDIWA strategy
- xv. Contribute to development of guidelines and protocols for SRH interventions, including roll-out at field level in order to achieve the highest program quality.
- xvi. Participate in internal and external technical meetings/working groups in order to contribute to learning on SRH, share IDIWA's successes and challenges in SRH programming, and learn about promising and best practices for IDIWA's learning.
- xvii. Participate in networking on technical issues with health NGOs, and other CSOs with a view to identifying and facilitating partnership opportunities with guidance from Gender & Advocacy/Communication Officer, and Executive Director.
- xviii. Contribute to proposal bids with a SRH component through literature reviews, development of technical approach, and take active participation in resource mobilization by developing Concept notes and Project Proposals on SRH-R for Adolescent Girls and Young Women with Disabilities, for submission to potential donors.
- xix. Any other duties which may be delegated by the Executive Director which is commensurate with the nature and level of the post.

Monitoring and Evaluation

- i. Facilitate annual capacity assessments of AGYWD groups and association using OCAT methodology.
- ii. Support monthly retrieval of data from service delivery points; routinely enter data from project sites on a timely basis into M&E system and or agreed templates.
- iii. Contribute to quarterly data quality assurance and validation processes as required by the program.
- iv. Support monitoring and evaluation activities at the community-level, as required.
- v. Document case studies, change stories, and lessons learnt and best practices in the project, under the guidance of the IDIWA PMEL Officer, and the We Lead host.

Consortium partner liaison

- i. Plan and participate in national-level meetings with Consortium and CSO partners, take action-oriented minutes and share these with the Executive Director and IDIWA team.
- ii. Participate in periodic monitoring visits to We Lead sites/with consortium partners, actively promoting coordination between CSOs.

Person Specification

This role offers a unique opportunity for an individual with a genuine passion and commitment to work for the advancement of gender equality, and women and girls' rights by leading specific actions of a growing and learning feminist organization. We are looking for someone who espouses:

Integrity and ethics: High integrity and ethical behavior in all dealings and ensure that own behavior is consistent with IDIWA's values and standards.

Professionalism: Demonstrates high standards and expertise in all areas of work; managing stress effectively whilst prioritizing multiple tasks and competing deadlines

Result oriented: Conceive, plan and implement events that drive influence and stakeholder engagement; and consistently meet set goals.

Effective negotiator and problem-solver in complex situations, including with partners.

Team oriented, versatile, personable and flexible with ability to work in collaboratively with colleagues.

Demonstrated commitment to gender equality and women's and girls' rights

Application Process

Interested applicants should send their application – cover letter, CV, copies of academic documents, and names and addresses of 3 professional referees, salary history, and day-time contact number(s). Applications are by e-mail only, sent to:

idiwa2009@gmail.com

Please indicate the reference on the subject line as 'Program Officer – SRH and Rights (Ref: SRH-R/EOI/03/2023). Deadline for submission of applications is 10th April 2023.

Please Note: IDIWA is committed to prevention of any type of unwanted behavior including sexual harassment, exploitation, abuse, and lack of integrity as well as other ethical breaches. All staff and consultants are expected to share this commitment through our code of conduct and Safeguarding Policy. Offers of employment will be subject to satisfactory references and appropriate screening checks, which can include criminal records and fraud.

We will make any practical adjustments to enable people with disability participate fully in an inclusive working environment.

We welcome people from the widest possible diversity of backgrounds, culture and experience.

By submitting your application, you acknowledge that you have given consent to the collection, use and/or disclosure of your data by us for the purposes set out in this job description.

The position is open to candidates who are legible to work in Uganda. Only shortlisted applicants will be contacted.