



Career with BRAC International

BRAC is an award-winning international non-governmental development organisation, with the vision of a world free from all forms of exploitation and discrimination, where everyone has the opportunity to realize their potential. BRAC is a leader in developing and implementing cost-effective, evidence-based programmes to assist poor and disadvantaged communities in low-income countries, including in conflict-prone and post-disaster settings. It is an organisation of and for the people of the Global South, pioneering new development and social enterprise approaches to equip communities to achieve prosperity. As well as being the world's biggest NGO by number of staff and people directly reached, BRAC has regularly been ranked the number one NGO in the world by the Geneva-based NGO Advisor, an independent organisation committed to highlighting innovation, impact and governance in the non-profit sector. BRAC retained the top spot in 2020 among the top 500 NGOs for the fifth consecutive year.

BRAC was founded in Bangladesh in 1972 by Sir Fazle Hasan Abed. It started its first programme outside of Bangladesh in Afghanistan in 2002, and has since reached millions of people in 11 countries in Asia and Africa. BRAC has a holistic approach to development that uses a wide array of programmes and social enterprises, including in microfinance, education, health, agriculture, gender and human rights. BRAC believes that every person has inherent potential, and when an enabling environment is created and that potential is unleashed, even the poorest can become agents of positive change in their own lives, for their families and their communities.

BRAC Maendeleo Tanzania is part of a leading development organization that started its operations in 2006 in Tanzania, focusing on thematic areas of Agriculture, Youth and Women Empowerment, Food Security and Livelihood

About the Programme

The MasterCard Foundation in partnership with BRAC International (BI) is implementing an initiative that will create a positive and measurable impact for 1.2 million adolescent girls and young women and 9.5 million people across seven countries in East and West Africa, including Ghana, Kenya, Liberia, Rwanda, Sierra Leone, Tanzania, and Uganda.

There is mounting urgency to support adolescent girls and young women (AGYW) living in poverty, which has been further amplified by the global pandemic. Through this partnership, scalable economic development approaches will be delivered in communities to foster the agency and voice of AGYW. They will have the opportunity to fulfill their aspirations, achieve sustainable livelihoods, and engage in advocacy issues.

BRAC International is implementing an integrated and holistic model to address the various life cycles of a young woman living in poverty, ensuring she is able to transition safely from adolescence to adulthood. She will be equipped with the appropriate skills, tools, and access to finance to effectively exercise her agency and build a fulfilling and productive livelihood.

Position (01): Safeguarding Manager

Job Location: Country Head Office- Dar es salaam.

Purpose of this job:

This role will lead safeguarding activities for all programmes in the country, with a key focus on the Accelerating Impact for Young Women in Africa (AIM) project.

Responsibilities:

- Lead the implementation of the 06 Safeguarding and sub-set of policies by training the country leads of programmes/departments, AIM project leads and build up a pool of trainers to ensure 100% staff, partners, volunteers, consultants and service providers receive training and refreshers on the safeguarding policies, prioritizing AIM project staff and partners
- Ensure the country management and programme leads champion safeguarding
- Act as the primary reporting avenue for safeguarding related concerns/violations and be the key resource for survivors, ensuring their safety, security and providing survivor support services in line with a survivor-centered approach
- Conduct safeguarding risk assessment and integrate safeguarding measures in programmes; and operations with support from the Regional and Head Office Safeguarding units
- Lead case management of safeguarding violations ensuring that Brac Maendeleo Tanzania meets its donor obligations to report safeguarding violations without delay
- Develop capacity of staff to conduct sensitive investigations and produce high quality investigation reports, maintaining confidential investigation case files
- Ensure organizational reporting and response mechanisms are functional, practical and community-friendly
- Lead the process of identifying, mapping and regularly updating local support services available to survivors across the country in all the regions where programmes operate, prioritizing the AIM project
- Maintain the online safeguarding case management system, reviewing incidents submitted and ensure timely follow-up actions
- Lead the annual safeguarding budgeting process for Brac Maendeleo Tanzania, monitoring expenditure and follow up actions with support from the Regional and Head Office Safeguarding units
- Prepare quarterly reports of reported cases for reporting to BI management;
- Review monitoring and audit review findings and address gap areas
- Create impactful presentations for senior management on reported cases and trend analysis
- Participate in program design meetings and kick-off workshops to facilitate inclusion of risks, planning and strategy with regard to safeguarding
- Represent Brac Maendeleo Tanzania at external meetings (i.e., Safeguarding cluster/network groups)
- Supervise the officers/interns who will be working in the Safeguarding unit, providing them effective supervision and mentoring so that they have a positive learning experience.
- Launch the Community-based feedback mechanism and establish a Complaints and feedback task team. Provide continuous training to ensure effective feedback management and monitor the team's performance.
- Develop and display IEC and communication materials, and organize yearly Safeguarding Week as part of promoting awareness

Required Skills and Abilities:

- Bachelor's degree in Sociology, Gender and Women's Studies, Development Studies, International Development, Anthropology, Economics or any relevant discipline.
- At least 7 years of experience in the development or humanitarian sector
- At least 3 years of experience working in the areas of safeguarding, protection, gender or GBV in any reputed organization.

Skills & Competencies:

- Excellent conceptual and analytical skills with regards to safeguarding
- Experience of implementing safeguarding policies and practices
- Ability to build trust among stakeholders to report safeguarding violations
- Ability to maintain the highest level of confidentiality and sensitivity
- Knowledge of international standards of safeguarding and ability to implement best practices
- Experience of conducting complex and sensitive safeguarding investigations and preparing investigation reports and guiding other teams to do so
- Ability to work strategically and practically with multiple stakeholders
- Strong facilitation and presentation skills
- Experience of designing and delivering training and capable of delivering messages appropriately to a variety of audiences
- Clear communication and public speaking skills
- Capable of working both individually and as part of a team
- Excellent relationship management skills and ability to communicate in all forms (written, verbal, negotiation, presentation skills)
- Ability to prioritize and deal with competing demands to deliver results
- Ability to work under pressure and manage tight deadlines

Safeguarding Responsibilities:

- Ensure the safety of team members from any harm, abuse, neglect, harassment and exploitation to achieve the programme's goals on safeguarding implementation
- Act as a key source of support, guidance and expertise on safeguarding for establishing a safe working environment
- Practice, promote and endorse the issues of safeguarding policy among team members and ensure the implementation of safeguarding standards in every course of action
- Follow the safeguarding reporting procedure in case any reportable incident takes place and encourage others to do the same.

Employment type: Contractual

Salary: Negotiable

If you feel you are the right match for the above-mentioned position, please follow the application instructions accordingly:

Candidate needs to email their CV with a letter of interest mentioning educational grades, years of experience, current and expected salary at: bimcf.tanzania@brac.or.tz.

Please mention the name of the position and your preferred region in the subject bar.

Only complete applications will be accepted and shortlisted candidates will be contacted.

Application deadline: 25th February 2025.

BRAC is committed to safeguarding children, young people and vulnerable adults, and expects all employees and volunteers to share the same commitment. We believe every stakeholder and every member of the communities we work with has the right to be protected from all forms of harm, abuse, neglect, harassment, and exploitation - regardless of age, race, religion, and gender, status as an individual with a disability or ethnic origin. Therefore, our recruitment process includes extensive reference and background checks, self-disclosure of prior issues regarding sexual or other misconduct and criminal records and our values are a part of our Performance Management System.

BRAC is an equal opportunities employer