



JOB VACANCY

Title: Psychosocial Worker (2 positions)

Sector: Protection and Psychosocial Support

Position n.1 Location: Narok (Kenya)

Duration: 12 months (3 months probation), renewable

Employee Category: Full-Time

Start of Contract: January 2025

BACKGROUND:

Since its foundation in 1968, GRT (Group for Transcultural Relations) has been working with socially marginalized groups and individuals by setting up protection mechanisms in order to promote social inclusion. GRT has been active in Kenya and Somalia since 1996, where the main fields of intervention are: Community Mental Health and Psychosocial Support (MHPSS), Protection (GBV and Street Children) and (forced) Migrations, being expression of GRT's core areas of expertise.

Within the framework of GRT Protection component, the organization seeks to fill two positions of Psychosocial Worker with specific functions, respectively of: *"Risk and Mitigation"* (position 1) and *" Psychosocial and case management Support"* (position 2).

Main duties

The psychosocial Worker participates in the preparation of the training venue, mobilizing participants and training activities in school and out of the school systems alongside the Gender-Based Violence (GBV) Expert and strengthens support structures for GBV survivors by facilitating hands-on training activities and ensuring psychosocial care for GBV survivors in collaboration with representatives from Safe Shelters / Rescue Centers. She/he contributes to activity planning and intervention strategies.

Objective

The Psychosocial Worker contributes to combating all forms of gender-based violence and discrimination through the effective implementation of relevant legislation and the provision of integrated, accessible, and inclusive services. This position aims to drive meaningful changes in social norms and behaviours, thereby strengthening systems for the prevention, protection, and response to gender-based violence, with a particular focus on the safety and rights of women and girls (specific goal of the initiative). The Psychosocial Worker is responsible for building and maintaining good relationships with local communities and key stakeholders across health, communication, and justice sectors. She/he collaborates with project partners on activity implementation, working closely under the supervision of the GBV Expert and Project Officer, and contributes to weekly staff meetings and regular reporting.

More specifically, the Psychosocial Worker is accountable for the following:

MAIN TASKS AND RESPONSIBILITIES (both functions):

- **Staff Collaboration:** participates in regular meetings with the GBV Expert and GBV Officer, contributing insights on activities, challenges, and necessary decisions.
- **Community Engagement:** facilitates positive and fruitful relationships with local communities.
- **Data Collection:** assists in gathering data for narrative reports to accurately reflect program outcomes.
- **Violence Prevention Activities:** actively promotes and participates in all initiatives addressing violence prevention, psychosocial services for vulnerable individuals, and support for their families.☐
- **Protection and Advocacy:** Respond promptly to any risks of rights violations against women and children in



Narok, ensuring all incidents are reported to supervisors in line with GRT and lead partner policies on child protection and gender-based violence prevention.

SPECIFIC TASKS (*Risk and Mitigation*)-

- **GBV Prevention and Risk Mitigation:** Support GBV risk mitigation and prevention activities, including implementation, monitoring, and evaluation in collaboration with local community and social workers
- **GBV Assessments and Safety Audits:** Conduct assessments, safety audits and community meetings and develop relevant communication materials.
- **Gender and Social Norms Change:** Ensure the success of Social Norms Change interventions in target communities.
- **Capacity Building:** drafting contents and implementation of gender, GBV-related issues and Sexual and Reproductive Health workshops with students and adolescent council and trainings for various groups

SPECIFIC TASKS (*Psychosocial and case management Support*)-

- **Support Service Provision:** develops and proposes solutions to various challenges to ensure optimal support for those in need, working in close collaboration with operators in shelters/rescue centers and stakeholders across community, health, social, and justice sectors.
- **Capacity Building:** Facilitate training and workshops on gender and GBV-related issues for various groups and GBV and Sexual and Reproductive Health workshops with students and adolescent council.

QUALIFICATION, EXPERIENCE AND COMPETENCIES REQUIRED:

- **Educational background:** Bachelor's degree/Diploma in Psychology, Counselling, Social Work, Social Sciences or related field completed within the last 3 years;
- **Professional experience:** minimum of 3 years of relevant experience in the psychosocial field, preferably in roles addressing gender-based violence and discrimination;
- **Training expertise:** proven experience in conducting hands-on education and training activities;
- **Program implementation:** demonstrated capability in planning and implementing psychosocial activities, with a focus on intervention protocols in situations for gender-based cases;
- **International and Cross-Cultural Experience:** prior experience in similar roles within international and cooperation contexts in East Africa, preferably Kenya;
- **Technical skills:** proficiency in MS Word, MS Excel, MS Outlook, MS Project); Language proficiency: excellent in English and Swahili and Masai
- **Project Cycle Knowledge:** Familiarity with Project Cycle Management (PCM)

HOW TO APPLY

Please send a motivation letter (max ½ pages) and CV with at least 3 references to the following email addresses: admin.nairobi@grtitalia.org

The email subject line should be marked as: "GRT Psychosocial Worker"

Application Deadline is 15th December 2024

Please note that only short-listed candidates will be contacted.

Successful candidate will be expected to comply with the GRT Code of Conduct and GRT Protection Policies.