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| **Social Behavior Change Communication and Gender Officer** |
| **TEAM/PROGRAM: Programme Operations/SBC & ACCM Team** | **LOCATION:**  Kigoma |
| **GRADE**: **4** | **CONTRACT DURATION: 1 YEAR** |
| **Child Safeguarding:** Level 3 - the responsibilities of the post may require the post holder to have regular contact with or access to children or young people. |
| **ROLE PURPOSE:**  Save the Children seeks a Social and Behavior Change Communication Officer who will serve on the upcoming Inclusive and Sustainable Transformation of Agriculture System (ISTAS) Program known as USAID Hope Through Action (Tumaini Kupitia Vitendo). This program, funded by USAID, project implemented in Greater Mahale Villages and Refugee Settlement Areas, Western Tanzania. The project aims to address forest degradation and biodiversity loss caused by shifting cultivation as soil degradation and climate change push farmers to expand agriculture into forest habitats and riverine areas. The project will support transforming the low-yielding agriculture system into “Agriculture as a Business for Women and Young Girls” through sustainable intensification and commercialization, income diversification and access to services in the targeted 58 villages in Uvinza, Tanganyika and Nsimbo districts located in Katavi and Kigoma regions. |
| **SCOPE OF ROLE:** Save the Children has been operational in Tanzania since 1986 providing support to children through developmental and humanitarian relief programmes delivered in support of Government of Tanzania priorities and policies both directly and through local partners. Current programming focuses on child protection, child rights governance, education, health & nutrition, and emergency response. In 2012, as part of a global reorganization process, Save the Children combined programmes of SCUK, SCUS, SC Sweden to create a single operation in Tanzania. We currently have an operational presence in Dodoma, Rukwa, Zanzibar (Unguja and Pemba), Songwe, Kigoma, Katavi, Njombe and Dar es Salaam. Have previously implemented short response projects in Manyara, Mwanza, Tanga and Arusha, we work through partners in other parts of the country. **Reports to:**  JGI Project Manager dotted line to Head of ACCM and SBCC |
| **KEY AREAS OF ACCOUNTABILITY:**The Social Behavior Change Communication (SBCC) and Gender Officer serves as part of Save the Children’s core project staff for Hope Through Action (HTA), but under the strategic guidance and oversight from the Head of ACCM and SBCC. The person in this position will:* Support the implementation of social and behaviour change and gender transformative approaches to create that change linked to climate smart agriculture outcomes, women empowerment, and improved forest conservations through the following expected results areas:
1. Villages become centers of excellence through adapting Climate Smart Agriculture (CSA) and Good Agronomic Practices (GPA) intensification
2. Women empowered and safeguarded to engage in improved agriculture production.
3. Promoting Integrated Soil Fertility Management (ISFM) and Integrated Pest Management (IPM) practices,
4. Improving access to climate and market information for producers
5. Access to low interest finance with favourable re-payment terms in liaison
6. Diversification of livelihoods and incomes beyond the agricultural sector,
7. Enhancing farmer linkages with markets and other services.
* Provide technical, business and life skill development for women and young girls to enable diversification of livelihood opportunities and access to finance.
* Collaborate with project partners on SBCC and Gender issues to ensure women and young girls are capacitated to improve their knowledge, attitude and sustain practices around CSA/GAP.
* Design and plan activities to focus on female and women empowerment based on gender analysis results presented in the baseline study of the Landscape Conservation Project in Western Tanzania.
* Packaging and use the gender analysis information on household dynamics and gender roles in decision-making about land use, agricultural input use and labour/time allocation, control of resources, access to markets, finance and information, and income used in the project villages.
* Oversee qualitative research, including small formative studies and pretesting all materials with their intended audience—this research will help refine concepts or implementation strategies (as needed) to guide strategic program choices for communications and gender transformative approaches and tools.
* Coordinate the development of the project’s social and behaviour change communication activities that will range from print and audio supports to advocacy materials to promotional print & TV, radio to mobile technologies.
* Work with ACCM and SBCC department at SCI country office or project partners to develop the project materials ensuring that the agency has what they need to move forward materials production in a timely manner and the agency is providing timely and quality deliverables.
* Support project staff to plan, coordinate, and disseminate all communication materials required for project activities in a timely manner.
* Work with monitoring and evaluation experts to develop and help track critical indicators of SBCC and gender implementation and uptake and behaviour change at the community level.
* Identify potential SBCC and gender capacity needs of HTA staff, Governments and project participants and support development of short trainings and/or reviews of SBCC and gender implementation.
* Commitment to addressing the potential for the project to exacerbate or increase GBV is deeply ingrained in our approaches.
* Serve as the day-to-day liaison between the SBCC lead partner technical assistance and the project social and behaviour change communications needs.
* Travel as needed (at least 50%) between project work sites in the targeted regions in Tanzania.
* Based on research findings and stakeholder consultations, coordinate with the technical team to lead the development of evidence based SBCC and Gender tools and materials.
* Provide technical oversight for the design, development, and implementation of all CSA/GAP SBCC and gender tools and training materials in collaboration with government and relevant stakeholders to maintain a quality and consistent approach across all target areas and technical interventions.
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| **SKILLS AND BEHAVIOURS (our Values in Practice)****COMPETENCIES AND SKILLS****Accountability:*** Holds self-accountable for making decisions, managing resources efficiently, achieving and role modelling Save the Children values.
* Holds the team accountable to deliver on their responsibilities - giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved.

**Ambition:*** Sets ambitious and challenging goals for themselves and their team, takes responsibility for their own personal development and encourages their team to do the same.
* Widely shares their personal vision for Save the Children, engages and motivates others.
* Future orientated, thinks strategically and on a global scale.

**Collaboration:*** Builds and maintains effective relationships, with their team, colleagues, Members and external partners and supporters.
* Values diversity sees it as a source of competitive strength.
* Approachable, good listener, easy to talk to.

**Creativity:*** Develops and encourages new and innovative solutions.
* Willing to take disciplined risks.

**Integrity:*** Honest, encourages openness and transparency; demonstrates highest levels of integrity.
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| **QUALIFICATIONS AND EXPERIENCE*** Bachelor’s degree preferably in communication or marketing; or social science such as sociology, anthropology; with evidence of sustained experience in the fields of SBCC and Gender in nutrition, and livelihood projects.
* Minimum of 3 years of experience in social and behaviour change related work, including but not limited to strategic, development communications or campaigns, or commercial marketing/advertising. Preference preferably in the field of food systems and livelihood or in associated development areas of agriculture.
* Experience necessary in creative, strategic communication design and media/materials development (mobile phones, print and/or television). This includes pre-testing and production of communications materials.
* Work experience at the community level in programs that require active engagement with families and the community.
* Knowledge of the public and private sector (marketing/advertising) communication landscape in Tanzania.
* Experience with the design and implementation of qualitative anthropological/sociological research and /or communication monitoring and evaluation a plus.
* History of engagement with USAID or development donor funded initiatives is highly desirable.
* Fluency in Swahili and excellent written and verbal English language skills.
* Extensive experience working in Sub-Saharan Africa; work experience in Tanzania highly desirable; and
* Qualified Tanzanian nationals are highly encouraged to apply.
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| **Additional job responsibilities**The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience. |
| **Equal Opportunities** The role holder is required to carry out the duties in accordance with the SCI Equal Opportunities and Diversity policies and procedures; |
| **Child Safeguarding**We need to keep children safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse. |
| **Safeguarding our Staff:**The post holder is required to carry out the duties in accordance with the SCI anti-harassment policy |
| **Health and Safety**The role holder is required to carry out the duties in accordance with SCI Health and Safety policies and procedures. |