



Job Title: DFSA Social and Behavior Change Lead

Requisition Number: TBD

Position Status: Regular

Position Type: Full-Time

Location: Lilongwe, Malawi

Reports to: TBD / DFSA Chief of Party

Note: This position is contingent upon grant award.

Background

Job Summary

The Manoff Group, Inc. together with Catholic Relief Services seek qualified candidates for the position of Social and Behavior Change (SBC) Lead. This position will lead the development and implementation of an overall integrated SBC strategy across all project sectors and throughout the entire award period.

The purpose of this position is to design, manage, strengthen, monitor, and provide strategic direction to Malawi's DFSA SBC strategy and implementation plan, ensuring a holistic and robust approach to promote behavior change of beneficiaries and key stakeholders in CRS' food security and nutrition interventions in the targeted districts. S/he will work across CRS and partner staff to build capacity of all project staff in SBC. The SBC Lead will take primary responsibility to ensure effective cross-sectoral SBC approaches, by providing the necessary technical support and leadership to SBC integration throughout the program and operations. The DFSA SBC Lead will work closely with the program teams and partner staff to develop high quality contextually appropriate SBC messages, tools, and approaches and ensuring integration and harmonization across sectors. S/he will also lead on formative research and learning initiatives related to SBC approaches and integration, while closely collaborating with project technical leaders, monitoring and evaluation, accountability, and learning staff, and research and implementing partners.

The DFSA SBC Lead will be responsible for supervising the implementation of SBC activities by relevant staff and for coordinating and supervising the integration of SBC across all sectors. In addition, the SBC Lead will support communicating project-led initiatives through presentations at various meetings and conferences.

Specific Job Responsibilities

Project Implementation and Capacity Building

- Provide capacity-building support to ensure that staff and partners effectively implement and monitor results of SBC strategies over the course of the project.
- Produce multi-media communication resources for the project's SBC strategy, including communication materials appropriate for participants with limited literacy.
- Support the organization of special events and activities to optimize SBC
- Participate in DFSA strategic meetings and their organization, including an annual planning workshop.



Monitoring, Evaluation, Accountability and Learning (MEAL)

- Support the design of formative research with project participants and stakeholders to identify, develop and refine contextualized SBC strategies promoting food and nutrition security (situation assessments, knowledge, attitudes and practice assessments, barrier analyses, etc.)
- Develop SBC strategies promoting food and nutrition security, integrated with all project activities, drawing on proven approaches and results of studies, baseline data and formative research.
- Ensure that SBC related-indicators are covered in the DFSA monitoring, evaluation, accountability and learning systems.
- Lead pilot tests and develop support materials and guidance to refine SBC strategies and their implementation over the course of the project.
- Contribute to the design of contextually appropriate and effective participant and stakeholder complaints and feedback mechanisms and provide support for their establishment.
- Lead SBC learning activities; prepare reports, presentations, short articles for publication to disseminate learning.
- Document SBC results and learning; prepare input on SBC results and learning for project reports.
- Assist technical teams and monitoring and evaluation staff in writing reports and program documents

Coordination

- Collaborate with project team members to ensure the optimal integration of SBC strategies in all activities, coherent activity planning and efficient implementation.
- Collaborate with staff and partners to identify opportunities for enhancing SBC strategies and their implementation; identify relevant stakeholders and build partnerships for to address gaps and improve effective of SBC strategies.
- Support consortium staff across the country program to improve SBC strategies and coordinate their harmonization with DFSA programming.
- Represent consortium with key stakeholders in strategic activities such as coordination platforms, policy meetings and thematic committees / technical groups.

Management, Finance and Compliance with Donors

- Manage the archives of project SBC resources and ensure the classification and proper use of photos and other documents.



Preferred Qualifications and Skills

- A master's degree in a relevant academic area plus seven years of field experience at the community level is required.
- Minimum five years of progressive management and technical responsibility, including supervising and mentoring team members, preferably with an international non-governmental organization (NGO). The candidate must have experience in leading SBC strategy design and implementation.
- Familiarity with local cultural practices, social networks, and gender and age dynamics required.
- SBC experience related to nutrition, agriculture and livelihoods, WASH, gender, and/or youth.
- Experience working with large donors, USAID/FFP and/or USAID/FTF is a plus.
- In-depth understanding of gender, age and other socio-cultural factors along with familiarity with community mobilization principles and approaches in the context of food security programming.
- Demonstrated capacity to lead the collection, analysis, and utilization of data and information from a broad range of sources in order to ensure the development of effective SBC messages, tools, and approaches throughout the project's duration. Demonstrated experience in leading participatory analytical processes and learning required.
- Ability to build capacity among activity staff and in-country actors.
- Demonstrated capacity to understand and advise on critical technical and operational issues related to SBC: education, job skills, employment creation, social cohesion, health, WASH, inclusive governance, etc.
- Prior experience working with a MEAL development to capture SBC project-specific information to monitor change and outcomes.
- Strong interpersonal and communication skills and the ability to work effectively with groups;
- Flexibility to work both in a team and independently.
- Demonstrated personal accountability and drive to serve others.
- Cultural sensitivity, patience, flexibility, and ability to work well in a multi-sectoral and multi-cultural team and to work closely, understand, and support local Church partners.
- Ability to work in a challenging and stressful environment with unexpected challenges.
- Ability to travel for field missions for 30-50% level of effort as needed.
- Excellent English language oral and written communication skills required, Chichewa fluency strongly preferred
- Experience working in a variety of developing environments preferred.
- Proficiency in Microsoft Office suite, including Word, Excel and Outlook required

Personal Skills

- Strong analytical and problem-solving skills, with ability to make sound judgment and decisions and offer innovative solutions.
- Strong relations management abilities. Ability to relate to people at all levels internally and externally. Strategic in how you approach each relationship.
- Good presentation and facilitation skills.
- Proactive, resourceful, solutions-oriented and results-oriented.



Key Working Relationships

Internal

Chief of Party; Technical Leads, especially M&E Lead and Strategic Learning Lead; Country Director

External

USAID and other donors, international and local partners including key local implementing partners.

Competencies:

Disclaimer

This job description is not an exhaustive list of the skill, effort, duties, and responsibilities associated with the position.

Talent acquisition procedures reflect our commitment to protecting children and vulnerable adults from abuse and exploitation.

This position is conditional upon award of funding for the DFSA.

EOE/M/F/D/V