

JOB PROFILE

How to Apply for this Job



Background on Tearfund

Who we are: We are a Christian organisation partnering with the local church wherever possible to see change in the lives of those in greatest economic need. We believe poverty is caused by broken relationships with God, others, the environment and ourselves, and working to see those relationships restored is key to how we work. We want to see change that is economic, material, environmental and spiritual. See: Tearfund's [Theology of Mission](#)

Our vision: To see people freed from poverty, living transformed lives and reaching their God-given potential

Our mission: We follow Jesus where the need is greatest, responding to crisis and partnering with local churches to bring restoration to those living in poverty

Our values: We aspire to be courageous, truthful, compassionate, servant-hearted and Christ-centred

Relevant scriptures include: 2 Cor. 5:8-11, James 3:18, Romans 8:18-25, Philippians 4:7, John 10:10, Luke 4:16-21 and Micah 6:8

Tearfund's Application Process

All applications need to be completed online using our online registration form. As you progress through your application, please ensure that you save each section.

If after reading through this Job Profile, you have any questions or want to find out more about our recruitment process, please do not hesitate to contact recruitment@tearfund.org.

In this Job Profile pack we've included a full Job Description as well as a Person Specification. Please ensure that your application clearly shows how your skills and experience meet the requirements for this post.

Job Profile

Job Title	Social Worker
Group	IG
Team	ECA-Ethiopia
Location	West Wollega Zone, Bege District, Ethiopia
Responsible to	Protection Coordinator

Part 1 – Job description

1. Main purpose of the job

The Social Worker (SW) will be responsible to ensure target communities access to women and girls safe spaces (WGSS). The social worker will be responsible for the day-to-day management of WGSS. SW will ensure the target communities are able to access and use the project support.

2. Position in organisation

- Grade: 6
- Reports to: Protection Coordinator
- Dotted line reports to the Gender and Advocacy Coordinator

3. Tearfund's Christian culture

We believe that prayer and discernment is fundamental to Tearfund achieving its mission of restoring relationships, ending extreme poverty, and transforming lives. As a Tearfund staff member, you are expected to:-

- Engage with Tearfund Prays and the Prayer hub
- Lead or participate in spiritual sessions of prayer and biblical reflection within your group
- Be committed to Tearfund's Mission, Values and Beliefs statement and to be actively working and living in accordance with Tearfund's Christian beliefs and theology of mission
- Maintain your own spiritual development, discover your gifts/callings and grow in discipleship

4. Organisational requirements

- All staff are expected to live out Tearfund's values as they represent Tearfund externally
- All post-holders are expected to fulfil their objectives set by their line manager, contribute to their team's overall objectives, take responsibility for reviewing their ongoing personal development, and maintain an awareness of Tearfund's strategy.
- All Tearfund staff share the responsibility to promote and maintain a strong safeguarding culture, including identifying the key actions they should take given their role and responsibilities.

5. Scope of job

The post holder is responsible for all day-to-day activities of the Women and Girls' safe space (WGSS) in the West Wollega Zone, Begi district. The Social Worker will Identify women and girls with more specific needs such as case management needs; focus on psychological support (PSS) and Sexual Reproductive Health (SRH) needs and ensure safe and confidential referral to the other services linked to the WGSS.

6. Duties & Key Responsibilities

- Facilitate group activities in the WGSS
- Conduct Transforming Masculinity and Journey to Healing training
- Facilitate the distribution of cash and materials for GBV survivors
- Keep the WGSS work plan relevant, up-to-date, and innovative.
- Support IEC material development
- Review and incorporate activity feedback received by women and girls.
- Guarantee fairness of selection criteria and access to group activities
- Refer GBV (Gender-Based Violence) survivors to specialised services.
- Collaborate in the development of curriculum, tools, and other resources for WGSS activities
- Design and implement activities tailored to age and vulnerability type.
- Identify delivery methods and languages that make activity content accessible to all members
- Gather women's and girls' feedback on activities, schedules, and methodologies used Monitor the quality and impact of activities
- Draft the WGSS work plan regularly in collaboration with the WGSS-based activities
- Ensure there is an updated service mapping.
- Follow GBV's guiding principles of respect, confidentiality, safety/security, and non-discrimination while providing services to women and girls.
- Collaborate with other stakeholders to ensure fruitful and smooth field-level coordination.
- Identify strategic collaboration and implement activities in collaboration with other service providers.
- Ensure supplies/resources for the WGSS and other program activities are requested promptly and are efficiently utilised.
- Other duties as assigned by the supervisor to enable and develop the Tearfund Program.

Part 2 – Person specification

Job title: Social Worker

	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> Minimum BSc/BA in the fields of, Psychology, Gender Studies, Sociology, Social Anthropology, Social Works, Social Science, Public Health and related fields 	
Experience	<ul style="list-style-type: none"> Minimum 2 years and above experience in social works, community services, refugee facilitations, women, & girls friendly space management and case management facilitation, etc Experience in training facilitation, Experience in managing people in difficult situations. Sound understanding and application of SPHERE, Core Humanitarian Standard, and Red Cross Codes of Conduct. Experience working at the duty location 	<ul style="list-style-type: none"> Experience in facilitation still within the humanitarian setting experience working in hardship environments. Knowledge of the culture, norms, beliefs, and geographical areas of the target zone is an asset. INGO experience is preferable.
Skills/Abilities	<ul style="list-style-type: none"> Good communication and interpersonal skills Documentation management and ability to use project management tools Time management skills with the ability to meet deadlines Accountability & responsiveness within areas of responsibilities Ability to safeguard the well-being of children and adults at risk Good computer skills (MS Office, Google Suite) Oral and written fluency in English, Afaan Oromo, and Amharic. 	<ul style="list-style-type: none"> High level of interpersonal skills with the ability to work across cultures and religions
Personal Qualities	<ul style="list-style-type: none"> Committed Christian with a personal relationship with God Committed to Tearfund's Mission, Values and Beliefs Able to maintain personal integrity and confidentiality. A creative, innovative, and flexible team player with the ability to prioritise and manage a busy workload Commitment to diversity and inclusion of gender and disability. Demonstrates sensitivity and skills in working cross-culturally. Strong commitment and compassion to the target community 	
OTHER COMMENTS: <ul style="list-style-type: none"> Regular travel across cluster countries is a requirement All roles require a DBS/Police check Tearfund is a member of the SCHR Misconduct Disclosure Scheme Personal identification information will be submitted against a Watchlist database to check against criminal convictions as a counter-terror measure 		