

**PANZI FONDATION DRC nonprofit organization**

**EXTERNAL RECRUITMENT NOTICE**

<b>POSITION NUMBER</b>	26 /FP/ADM/AN/2020
<b>POSITION TITLE</b>	<b>AN ADVOCACY OFFICER</b>
<b>CATEGORY</b>	COLLABORATION STAFF
<b>NUMBER OF OPEN POSITIONS</b>	<b>1</b>
<b>WORKPLACE</b>	<b>BUKAVU and travel in the project area</b>
<b>UNDER THE SUPERVISION OF</b>	PROJECT COORDINATION AND EXECUTIVE SECRETARY
<b>TYPE OF CONTRACT</b>	CDD with possibility of renewal
<b>PUBLICATION DATE</b>	July 18th, 2020
<b>CLOTURE CLOSING DATE</b>	July 27th, 2020
<b>PROJECT DURATION</b>	3 Years

**FEMALE CANDIDATES ARE STRONGLY ENCOURAGED**

**BACKGROUND:**

Panzi Foundation was created in 2008 by Professor Doctor Denis MUKWEGE MUKENGERE with aim of engaging women as active and full actors of Congolese society development. It operates throughout the country with its head office located in Bukavu in the province of South KIVU; its mission is to:

- Promote women's rights ;
- Support and accompany victims of sexual violence and their dependents ;
- Fight against all forms of sexual and / or gender-based violence;
- Provide holistic care of survivors of rape and sexual and gender-based violence;
- Promote peace, accountability and good governance for an equitable and stable society;
- Support actions of Panzi hospital.

Currently, the Foundation manages programs funded by the European Union, the NCA, PMU, Global Strategies, USAID, World Bank, UN Women, UN Trust Funds,... for holistic care for survivors of sexual and gender-based violence on the one hand, and for changing mindsets, behaviors and practices on the other.



**Project title: *"Improving healthcare at the intersection of gender and protracted displacement amongst Somali and Congolese refugees and IDPs"*.**

## **GENERAL CONTEXT**

This project aims to help displaced people to access appropriate healthcare for chronic mental health conditions associated with protracted displacement, conflict, and gendered violence. The acute physical healthcare needs arising from conflict and gendered violence, including violence related to sexuality, in protracted displacement contexts has received considerable academic and practitioner attention. However, our collaborating practitioners have found that the associated chronic mental health conditions (such as post-traumatic stress disorder, depression, anxiety, and adjustment disorders) are neglected and urgently in need of attention. This project addresses the relationship between displacement, gendered violence, and mental ill-health for IDPs, refugees, and asylum seekers who face multiple barriers to accessing healthcare. We define healthcare systems inclusively, encompassing state healthcare, local and international NGOs, indigenous healers, and community and faith organizations. We examine access to healthcare and the responsiveness of healthcare providers for Congolese and Somali Internally Displaced People (IDPs) in Eastern DRC and Somalia respectively and for Congolese and Somali refugees and asylum seekers in Kenya and South Africa.

### **Aims and Objectives of the project**

The International Organization for Migration (IOM) has developed a framework for addressing the health-related objectives in the Global Compact on Safe, Orderly, and Regular Migration (GCM), and has indicated how responses to migration and health – including in the context of protracted displacement – will support action on the Sustainable Development Goals (SDGs). Our development-based approach to neglected, chronic, gendered mental health conditions associated with violence and conflict amongst IDPs in Eastern DRC and Somalia, and Congolese and Somali refugees in Kenya and South Africa has two principal Aims: to support the right to healthcare and Universal Health Coverage (UHC) in contexts of protracted displacement and vulnerability (SDG3) and to improve gender equality in the context of gendered access to healthcare services (SDG5).

In sequential order, our Objectives are:

1. To identify and analyse current policy processes that respond to the health needs of displaced people and thereby identify existing models for integrating those populations into health systems that could be made applicable to our various protracted displacement contexts.
2. To identify key neglected chronic mental health conditions (and comorbid chronic physical health conditions) associated with protracted displacement, conflict, and gendered violence.

A handwritten signature in blue ink, consisting of a stylized, cursive letter 'A' followed by a horizontal stroke.

3. To map the types and locations of healthcare providers that displaced people turn to for treatment for chronic mental health conditions (and comorbid physical health conditions).
4. To document how gender and other factors influence health seeking by displaced people for physical and mental health conditions associated with displacement, conflict and violence.
5. To indicate how displaced people can be supported to help reshape healthcare systems and delivery mechanisms that are more responsive to their needs.
6. To analyse how access to healthcare for displaced women and men (including LGBTIQ+ people) is affected by local, national, regional, and global health systems and refugee policy.
7. To establish how to support plural healthcare systems to encompass diagnosis and treatment of neglected health conditions associated with protracted displacement, conflict, and violence.

### Tasks and responsibilities

**Global objective:** Conduct advocacy and awareness-raising activities on *improving healthcare at the intersection of gender and protracted displacement amongst Congolese refugees and IDPs*

#### *Main tasks and responsibilities*

Our modes of user engagement with displaced people, healthcare providers, and policymakers will focus on communications methods favoured in our respective field sites (South and North-Kivu):

- **Project co-development, community engagement, and impact assessment:** Our project is specifically devoted to the co-production of knowledge, which takes place through all-team and in-country workshops at the different stages of the project (see Timeline) and a joint reanalysis of the findings with stakeholders (including research participants).
- **Social media engagement:** We will provide guidance, and promote positive stories, on relevant healthcare providers for chronic conditions associated with conflict and violence through a range of social media outputs: memes and gifs (to be shared through locally popular platforms such as WhatsApp, Facebook, and Instagram), short video clips (to be publicised as YouTube how-to guides), and podcasts (suitable for radio).
- **Creative engagement:** Outputs from participatory methodologies will be developed into an exhibition on displaced people's experiences of healthcare which will tour our four ODA countries and the Congress of the Mukwege International Chair in 2022. We will commission Somali poems and Congolese songs to be performed on World Refugee Day on 20 June 2022 and at the Amani Music Festival in Goma (DRC) to raise awareness among displaced people and in-country service providers of chronic health conditions associated with SGBV.



- **Forums for transnational knowledge exchange and sharing of best practice:** In-country stakeholder workshops will generate country-specific policy briefs (co-authored by UK and International Co-Is and in-country teams in the most appropriate language/s) on best practice for provision of healthcare for displaced people in general and for LGBTQI+ refugees and asylum seekers in particular. Our policy network workshop will generate a cross-country interdisciplinary handbook on effective methods for diagnosing neglected gendered chronic conditions associated with conflict, violence, and protracted displacement.

**Qualifications:**

- Hold a degree in political science, law, social sciences, psychology or equivalent.
- Have at least 5 years of experience in advocacy for vulnerable groups (victims of sexual violence, refugees, etc.).
- Wide experience with the work and approach of psychological care at Panzi Hospital and the areas of action of the Panzi Foundation.
- Proven experience working in the project area
- A proven experience working in advocacy
- Knowledge of issues related to access to mental health care in DRC
- Female candidates are strongly encouraged to apply

**Personal skills**

- Strong writing skills: flawless writing, producing precise and concise texts, ability to synthesize.
- Have a good level of both English and French (spoken, written). Knowledge of local languages (Swahili) is an asset.
- Strong ability to work both in a team and independently.
- Be prepared to travel and work in the field within his range of action for significant periods of time.
- Be non-conflictual, show initiative, be pro-active, maintain an attitude and behaviour in accordance with CEDM and Panzi Foundation's values and principles

**Hierarchical position and work conditions:**

- Reports to the project coordinator and to the Executive Secretary of the Panzi Foundation
- One-year contract renewable twice as a fixed-term employee if the trial period is successful (3-month trial period).
- Available full time
- Based in Bukavu with travels in the project area (South and North Kivu) and other partners countries (Somalia, Kenya, South Africa, Scotland)
- Start date: immediately after recruitment and no later than August 2020.
- For good work management and coordination, works physically 3 days a week in the CEDM office and 2 days in ICART



- Start date: immediately after recruitment.

### **Submission of applications and selection procedure:**

The Panzi Foundation takes care of the selection procedure. Before confirming the recruitment, the Panzi Foundation will seek the advice of the CEDM for a concerted decision in relation to the profile found and the expectations of the project.

### **Application**

Interested candidates are requested to send their application no later than 4 p.m. on July 27th, 2020 by email to the following two addresses: [recruitment.hr@fondationpanzirdc.org](mailto:recruitment.hr@fondationpanzirdc.org) with the subject line «**Advocacy Agent.** »

Or, in a closed envelope with the words «**Advocacy Agent** » at the upper right corner of the envelope, at the main gate of the Panzi RDC Foundation located on n ° 024, Jean Miruho 3 Avenue, , not far from the Kamagema , at football ground; to entrance of the Panzi Police Station.

Upon deposit, the letter must be recorded, in the presence of the candidate who signs the deposit of his.her application, in a notebook opened for this purpose.

### **Content of the application:**

- o Simple, clear and signed letter of motivation (max 1 page) sent to the Executive Secretary of the Panzi Foundation;
- o Detailed CV (max 3 pages) containing only experience (professional and formative) related to the position and three professional references (their e-mails, telephone numbers for contact),
- o Copy of diploma,
- o Copy of the identity card and the jobseeker's card of the ONEM;
- o Copies of certificates of services rendered certified by former employers, and;
- o Copies of the certificates of any training related to the position.

### **N.B.**

- o **ONLY THE ONLY FILES WILL BE SELECTED WHOSE OWNERS MEET THE PROFILE REQUIRED.**
- o **THE CONTINUATION OF THE RECRUITMENT WILL ONLY BE MEANED TO CANDIDATES FROM WHOM FILES WILL BE SELECTED.**

Done in Bukavu, July 15<sup>th</sup>, 2020

For the Panzi Foundation,

Dr AMISI NOTIA Christine

Executive Secretary

