



## **Position Description - Community and Stakeholder Engagement Internships, Zambia**

### **Background**

Restless Development (formerly known as SPW) is a global youth led development agency. Its Zambia programmes specialise in supporting the Government to deliver high quality sexual and reproductive health education to in and out of school youth. Restless Development has hosted International Volunteers in Zambia since 2004. In 2010, for the first time we are creating specific internship programmes for overseas graduates. We are looking for highly motivated, independent people with a passion for international development. Zambia is a vast country with a largely rural population, and there are many challenges to ensuring young people get accurate sexual health information and services. There are existing traditional and government structures in the communities, as well as a large network of community and faith based non-government organisations to interact with

The successful candidates will be able to show a commitment to community-based work, and will be able to demonstrate how they would contribute to setting up partnerships to deliver a Sexual Health programme in rural communities. As young leaders in development, we expect our International Volunteers to help communities come together to embrace sexual and reproductive health initiatives, to help reduce critical issues affecting young people such as HIV, early marriage and teenage pregnancy.

### **Start Date and Duration of Internship**

Interns will undertake detailed, intensive pre-departure training in Australia for 5 days in November (date TBC) which is crucial for understanding the context of the role and our expectations. We require Volunteers to arrive in Zambia on 3<sup>rd</sup> January 2011 and undertake training in Zambia. You will then undertake Community and Stakeholder Engagement Internships for 6 months from February to August, attending an in-country debrief in August with the placement officially ending on September 1st.

### **Logistics and Support**

On arrival in Zambia, International Interns will have one week's induction into Zambian life, culture and languages. You will then join national Volunteers on community training for a further week. You will have the chance to visit some rural communities to conduct initial assessments and monitoring and evaluation.

From February, Interns will live in basic accommodation an easy distance from the headquarters of Restless Development in Kabwe, Zambia. This is 2 hours road travel from the capital Lusaka. You will live with other International Volunteers and work on a daily basis with the Restless Development Zambia Program Team and Monitoring and Evaluation Team.

Whilst you will concentrate on supporting National volunteers from the office in Kabwe and conducting Monitoring and Evaluation, Community Assessments and Action Plans and research, you will also be required to travel out to rural communities across the Central Province in Zambia for 4-5 days per month (approx.) to support national Volunteers in community and stakeholder engagement and to build up community support for sexual health projects aimed primarily at young people. During these visits, you will be living alongside National Volunteers in basic, community accommodation.

We require International Interns to fundraise \$9,400 for the 8 month internship. In return, you will receive training in Australia and Zambia, all accommodation, a basic allowance every month to cover food, and all work based travel funds. Restless Development Australia will arrange and cover your return flights to Zambia, work visa, health check and advice, and travel insurance. All successful candidates will receive fundraising support from the Restless Development Australia office.

### Duties Required

Percentage of Time required	Duty	Description
20%	<b>Research into community partnerships</b>	<ul style="list-style-type: none"> <li>• Conducting initial assessments in status of community partnerships</li> <li>• Researching possible district and province wide partnerships</li> <li>• Creating action plans for each community</li> </ul>
40%	<b>Training for communities on partnerships</b>	<ul style="list-style-type: none"> <li>• Planning for all staff and community trainings</li> <li>• Helping National Volunteers to set up community based training on how to run an effective sexual health programme</li> </ul>
20%	<b>Monitoring and Evaluation</b>	<ul style="list-style-type: none"> <li>• Assisting the monitoring and evaluation team to track performance of community based programmes and suggest ways for improvement</li> </ul>
20%	<b>Problem shooting and other tasks</b>	<ul style="list-style-type: none"> <li>• Helping Volunteers overcome persistent challenges with community partnerships and responding to resistance from communities</li> <li>• Assisting in all other programme activities in relation to community development, as is reasonable</li> </ul>

### Required profile of candidate

#### Essential

- Passion and understanding of International Development
- Willingness to learn basic HIV and Sexual and Reproductive Health Education before arrival in Zambia
- Independent research and facilitation skills
- Ability to work under own supervision and with different cultures
- Fluency in spoken and written English
- Flexibility to adapt to different circumstances

#### Desirable

- Experience working or volunteering in a community setting
- Degree level and postgraduate level academic record
- Basic understanding of rural development issues within a developing country context