

Job Title	Social Work Organizational Development Specialist
Employer/ Agency	American International Health Alliance (AIHA) & Systems Transformed for Empowered Action and Enabling Response (STEER)
Job Description	<p>Despite efforts to ramp up care and support activities for Orphans and Vulnerable Children (OVC) and their caregivers through policy development, Nigeria continues to face significant hurdles to deliver for the nation's most vulnerable children. A recent OVC Situational Analysis revealed that extreme poverty, abuse and neglect, and the inadequacy of social welfare systems to prevent children and families from falling through the cracks continue to make Nigeria's 17.5 million OVC at risk of significant harm and unable to reach their developmental potential. HIV and AIDS compound these issues. With family and social support systems currently overwhelmed, children and families are falling through the cracks, not meeting their basic needs for survival thus continuing a vicious cycle of poverty and vulnerability.</p> <p>In partnership with Save the Children's Systems Transformed for Empowered Action and Enabling Response (STEER) project, AIHA will help scale up the movement to create professional cadres of social workers at the community level in the five project states. AIHA is strengthening existing institutions and working in concert with state and local governments, as well as local community-based organizations (CBOs), to provide a community-level response to the unmet needs of orphans and vulnerable children. AIHA is implementing in the South in Enugu and through their work with the Schools of Social Work have trained over 900 Auxiliary Social Workers who are linked to CSO providers. CSOs operating in the North will greatly benefit from this approach ensuring that children are receiving appropriate services.</p> <p>Through its Volunteer Healthcare Corps, AIHA will deploy a volunteer whose goal will be to build the organizational capacity of the Association for Orphans and Vulnerable Children in Nigeria (AONN) to stand as a local resource that actively supports Nigeria's social welfare workforce through the organization of the country's CBOs working with OVC. The volunteer will provide hands-on coaching, mentoring, and technical assistance to AONN officers to strengthen organizational deficiencies and gaps.</p> <p>In-country placement site: The volunteer will report to AIHA's Nigeria Country Director, however s/he will be placed within AONN's office in Kaduna. The volunteer will generally help develop and carry out the mission of AONN, which is to form a functional, cohesive association of committed NGOs that is continuously improving capacity of member organization for quality service delivery and scope.</p> <p>Objective: The volunteer will serve as an organizational development advisor at AONN, helping to revitalize the association's management and operations systems and structure. The Volunteer will conduct an organizational capacity assessment (OCA) to assess current systems and processes in the areas of governance, administration, program management, finance, procurement, and human resources. Upon completion of the OCA, the volunteer will provide training and mentoring to AONN employees and other relevant individuals in areas identified through the assessment and provide support to the ASW training program.</p> <p>Volunteer Activities: * Lead ongoing mentoring and supportive supervision of AONN staff for organizational development (OD) capacity strengthening Assist AONN to assess requirements of establishing a permanent office and operations</p>

	<p>(inclusive of procurement of equipment for staff)</p> <ul style="list-style-type: none"> * Work with the Nigeria Association of Social Workers (NASOW) to develop a national Web portal to house critical evidence-based resources for social workers in Nigeria * Help support AONN to develop a business plan to source financial resources from the private sector, in collaboration with relevant stakeholders including the private sector * Support AONN to build its membership through outreach to existing VC focused organizations and in partnership with Federal and States Ministries of Women Affairs Social Development (MWASD) to identify and recruit new registered VC focused organizations * Assist AONN in sensitizing policy making government officials on the role of the government in caring for VCs in Nigeria * Assist in developing and strengthening a Learning Resource Centre in Kaduna Polytechnic in collaboration with STEER and other stakeholders including the private sector * Assist in mentoring Auxiliary Social Workers in Field Work and reaching VCs * Work with NASOW in raising funds and strategizing to pass the Social Work Regulatory Bill into law <p>Deliverables:</p> <ul style="list-style-type: none"> * Monthly and quarterly progress reports to STEER and AIHA tracking experiences, successes, challenges and recommendations * Capacity Assessment Report on AONN * Final report
Qualifications	<p>Required:</p> <ul style="list-style-type: none"> * Baccalaureate degree in social work or Masters in social work * At least 2 years' experience in social work * Experience in organizational development and assessments, budgeting, and financial management * Knowledge of public health, particularly related to OVC and HIV/AIDS programs * Experience training and enhancing the skills of others in an interactive manner * Ability to hand multiple tasks simultaneously and to work independently, as well as part of a multidisciplinary team * Excellent oral and written communication skills * Self-starter with strong problem-solving skills <p>Preferred:</p> <ul style="list-style-type: none"> * Experience at a Social Work Association and/or Council * Experience with social work in the African or international context * Hausa language skills
Salary/Hours	Paid volunteer. 12 months, full time (8 hours per day; 5 days per week; with appropriate holidays and vacation)
Address	1250 Eye Street, NW, Suite 350, Washington, DC, 20005
Contact Person	Sarah Connolly
Contact Title	Program Intern with the Volunteer Healthcare Corps at the American International Health Alliance (AIHA)
Telephone & Email	202-719-1145, SConnolly@aiha.com

Application Method	Please contact SConnolly@aiha.com or by phone at 202-719-1145, or Volunteer Healthcare Corps Coordinator Sara Adelman at sadelman@aiha.com , 202-719-1125.

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