

A. JOB DESCRIPTION

Job title, reference number and location	Aawaz II Pillar Lead: Community Dialogue, Awareness and Voice		
Strategic Business Unit	Programmes	Country, region	Islamabad, Pakistan
Pay band	NA	Contract duration	Till 31-Mar-2024

PURPOSE OF JOB

To provide technical support on Gender and Social Inclusion to the programme and to, lead on the delivery of defined project outcomes/results under Pillar II of the Aawaz II programme, contributing to achievement of overall programme results

CONTEXT AND ENVIRONMENT

The British Council

The British Council is the UK's international organisation for cultural relations and educational opportunities. We create friendly knowledge and understanding between the people of the UK and other countries. We do this by making a positive contribution to the UK and the countries we work with – changing lives by creating opportunities, building connections and engendering trust.

We work with over 100 countries across the world in the fields of arts and culture, English language, education and civil society. Each year we reach over 20 million people face-to-face and more than 500 million people online, via broadcasts and publications. Founded in 1934, we are a UK charity governed by Royal Charter and a UK public body.

Our Programmes Work

The British Council creates international opportunities for the people of the UK and other countries and builds trust between them worldwide.

Our work is organised into the separate business areas of Arts, English and Education and Society.

Arts: New ways of connecting with and understanding each other through the arts

English: More widespread and better-quality teaching, learning and assessment of English worldwide

Education: Enhanced UK leadership of and shared learning from international education

Society: Societies whose young people, citizens and institutions contribute to and benefit from a more inclusive, open and prosperous world

About the project

The Aawaz II project will work with local communities to promote the rights of children, women, youth, and religious minorities and excluded groups, to strengthen their control over their own development. The programme will be 5 years long with a break clause after the inception period of 6 months. The programme has a focus on the issues of modern slavery, to which marginalised groups are extremely vulnerable.

The *Impact* the Aawaz II programme is hoping to achieve is: A more inclusive, tolerant and peaceful Pakistan, with less modern slavery. The *Outcome* the programme is hoping to achieve is: Pakistani society and government institutions support increased voice, choice and control for women, girls, boys, youth, religious minorities and marginalised groups, protect them from exploitation and prevent discrimination and intolerance at all levels.

British Council is leading on the delivery of Pillar 2, *Community Dialogue, Awareness and Voice* and Pillar 3, *Conflict Pre-emption*. As part of the delivery of these pillars, Aawaz II will support the capacity building of Aagahi Centres across 45 districts to provide a safe space for marginalised members of the community to demand improvements to state services, getting information on their rights and preventing community conflict by encouraging community members to address potential triggers of conflict and promote tolerance particularly towards religious minorities. AawazII aims to achieve these objectives by creating a more protective and enabling environment for girls, boys, women, youth, religious minorities, the differently abled

and those at risk of modern slavery.

KEY RESPONSIBILITIES:

This is a senior technical post within the programme team. The key expert will define strategic programme priorities and provide specific technical input and quality assurance on the activities of the programme under Pillar 2: Community dialogue, awareness and voice.

The main duties of the Pillar 2 Lead include:

- Providing specific technical input operationalising the implementation strategy and quality assurance on Pillar 2.
- Work in synergy with other programme components to integrate priorities of gender and social inclusion approach and behaviour change strategy
- Strengthen the programme learning processes to build knowledge and evidence base for programme progression to behaviour change pathways
- Lead on integrated capacity building model of the programme. Facilitate design and delivery of training interventions with quality assurance for behaviour change within the communities
- Building knowledge and coalitions for change.
- Increasing demand for action and services; and reducing community acceptance of harmful practices.
- Lead on building the capacity of downstream partners and any other civil society organisations on thematic areas agreed with Team Leader
- Oversight of awareness raising activities e.g. change agents, dialogues and collective community actions.
- Organising political and advice fora, including fostering links between these fora and local /national government.
- Collaborate with other technical leads and delivery team on capacity building for Aawaz Aagahi Centres (AACs) across 45 districts to provide a safe space for marginalised members of the community to:
 - Demand improvements to state services, for instance through support to raise a demand with local government;
 - Access existing services, for instance through support to apply for a CNIC card;
 - Get information on their rights, including on issues such as child labour and forced marriage
 - Link up with other facilities or services which promote the rights of vulnerable people, for instance legal services.
- Leading the convening and capacity building of community fora (including building on successful Aawaz District Fora and Aawaz Provincial Fora) in order for communities to raise demands for services and work together to identify possible routes to address social issues such as child labour, early and forced marriage and inter-faith harmony.
- Collaborate with Pillar 3 lead to develop strategy for integration of Pillar 3 outputs via Pillar 2 activities
- Provide input on quarterly workplans, narrative reports and annual reviews to present Pillar 2 activities and progress
- Assist in developing strategy for transition into Phase II and provide input in framing the sustainability approach of Aawaz Forums
- Develop technical documents including policy briefs, research papers and briefs for thematic areas under Pillar 2 in coordination with other programme technical leads

KEY RELATIONSHIPS

The post holder will need to develop successful relationships with

- Key project stakeholders including project partners and consultants

- Business Support teams (such as procurement) in British Council for all financial aspects of the job

OTHER IMPORTANT REQUIREMENTS OF THE JOB

The post holder is required to travel occasionally and work unsocial hours

APPLICATION SUBMISSION

Please submit your Curriculum Vitae (in the format attached) and a brief cover letter stating your experience and interest in undertaking this assignment by email to

To: Sidra.Arif@britishcouncil.org

CC: Zubair.Hafiz@britishcouncil.org.pk

at the latest by **16th July 2021**. Please use the subject "Pillar 2 Lead - Your Name" in the subject line of email you may send.

Passport/visa and/or nationality requirement.	Right to work in Pakistan
Security or legal checks required for this role.	Comprehensive background check

B. PERSON SPECIFICATION

	Essential	Desirable	Assessment stage
Behaviours Please see The Behaviours Dictionary for behaviour definitions and levels	<p>Behaviours assessed during interview stage of recruitment process</p> <p>Working Together - <i>essential</i></p> <p>Being Accountable - <i>essential</i></p> <p>Making it Happen - <i>essential</i></p> <p>Behaviours assessed during recruitment process</p> <p>Shaping the Future - <i>essential</i></p> <p>Connecting with Others - <i>essential</i></p> <p>Creating Shared Purpose - <i>essential</i></p>		<p>The position holder will be required to demonstrate <u>all six behaviours</u>, on the job. These will be assessed during yearend performance evaluations.</p> <p>Behaviours to be assessed during the interview stage of recruitment are mentioned.</p>

<p>Skills and Knowledge See <i>The Core Skills Dictionary</i> for details</p>	<ul style="list-style-type: none"> • Technical expertise in V&A, community dialogue, gender, modern slavery, child protection, employment rights and other relevant areas • Capacity building expertise • Community mobilisation/cohesion • Sound cultural understanding and high adaptability • Knowledge of local languages (desirable) • Demonstrated ability to analyse, understand and convey complex information in a simplified form • Excellent communication, report writing, and analysis skills • Proven ability to work under pressure and in complex environments <p>Strong written and oral communication skills in English and Urdu; knowledge of Punjabi or Pushto will be an advantage</p>	<p>Short listing, test and/ or interview</p>	
<p>Experience</p>	<ul style="list-style-type: none"> • 10+ years of experience of leading effective social development interventions in Gender/V&A, youth and other relevant sectors in Pakistan • Experience in capacity development, research, and community mobilisation/cohesion • Previous work experience in Punjab & KPK • Previous work experience with FCDO, preferably as a key technical expert (desirable) • A solid understanding of gender, discriminatory norms and modern slavery in Pakistan is critical • Prior expertise in leading community inclusion and accountability programmes, as well as work on conflict prevention, is required • Demonstrated experience in: working sensitively in local communities in Pakistan, especially with women, youth and religious minorities • Proven expertise in technical fields (i.e. a robust understanding and expertise in gender, social inclusion, tolerance, peace-building, dispute mediation, community cohesion, modern slavery) • Demonstrable experience in working with high level counterparts • Proven experience coordinating and working with a range of stakeholders 	<p>Short listing and/ or interview</p>	
<p>Qualifications</p>	<p>Masters or advanced University degree in a relevant field</p>	<p>Professional qualification in a related field</p>	<p>Short listing and/or interview</p>

NAME

Profile: (BRIEF OVERVIEW OF PROFILE, EXPERIENCE AND STRENGTHS)

Current position

Nationality

Pakistani

Qualifications

Languages

English Fluent
Urdu Mother Tongue

Key skills

(highlight technical/management and soft skills)

Relevant experience:

ROLE/TITLE, ORGANISATION, START MONTH/YEAR – END MONTH/YEAR
ROLE/TITLE, ORGANISATION, START MONTH/YEAR – END MONTH/YEAR
ROLE/TITLE, ORGANISATION, START MONTH/YEAR – END MONTH/YEAR

Other Experience

ROLE/TITLE, ORGANISATION, START MONTH/YEAR – END MONTH/YEAR
ROLE/TITLE, ORGANISATION, START MONTH/YEAR – END MONTH/YEAR
ROLE/TITLE, ORGANISATION, START MONTH/YEAR – END MONTH/YEAR