

JOIN OUR MISSION
FOR CHILDREN AT RISK
ON THE STREETS



Project Team Lead – Street Outreach and Child Protection (PTL-SOCP)

Railway Children Africa – Recruitment pack

children RAILWAY
No child lost to the streets



WE BELIEVE IN A WORLD WHERE NO CHILD EVER HAS TO LIVE ON THE STREETS

At Railway Children, we aim to reach vulnerable children found alone and at risk on the streets, and around railways, where they face abuse and exploitation.

They find themselves living on the streets because they've nowhere else to go and nobody to turn to.

We stand for children, their childhoods and their futures.

Over 10,000 children survive on the streets of Tanzania

We work in Tanzania, where children alone on the streets are frequently regarded by society as a nuisance that must be tolerated - a 'problem' rather than vulnerable children who desperately need help and support.

Many are treated as criminals and locked up with adults, where they are subjected to further violence and sexual abuse.

Our pioneering work enables us to get to children before the streets get to them.



OUR AIM FOR 2027 IS TO LEAVE NO CHILD BEHIND

Our new 2022-2027 strategy model focusses on four key action areas for change in order to protect the most vulnerable children, before, during and after they are alone and at risk on the streets:

1. Protecting vulnerable children and supporting their families.
2. Strengthening community responses.
3. Strengthening child protection systems and policies.
4. Invest in evidence building to establish programme models and practices that can be replicated.

At the heart of this is a focus and dedication to collaborating with others and the development of contextual safeguarding solutions, to protect all young people from harm and abuse.



WHO WE ARE



OUR VISION

We believe in a world where no child ever has to live on the streets.



OUR MISSION

Create and enable sustainable change for children living alone and at risk on the street.



OUR AIM FOR 2027

We will evidence and demonstrate, effective and sustainable safeguarding solutions for street connected children.

These Five Values Guide Our Work



NEVER GIVE UP

Face challenges head on.



HAVE COURAGE

Push boundaries.
Think Big.



EARN TRUST

Be Honest. Always act with Integrity.



SHOW COMPASSION

Respect and Dignity
for all.



NURTURE TALENT






Encourage growth.
Enable others.



OUR PEOPLE PROMISE

All that we can achieve as an organisation is only possible because we have dedicated, skilled and courageous people. Their tenacity, passion and compassion create a culture that enables us to deliver incremental value beyond the resources we could ever have available to us. We know this, we witness it every day and therefore we strive to create an organisation that values them and their contribution.

As we set out to achieve life saving change for vulnerable children, we make our people a promise:

-  We will ensure diversity and inclusion, following transparent, fair and rigorous recruitment processes that attract and encourage applications from a diverse range of candidates.
-  We will support new people to fully settle into their new role and our organisation by providing a structured induction and integration programme.
-  We will work with our people to identify their career and development goals and facilitate opportunities for growth.
-  We will develop and implement a wide range of initiatives that ensure that our people are well-managed, supported, cared for and feel valued, listened to and included.
-  When people leave, we will listen and learn and seek leavers to be ambassadors for Railway Children Africa.



THE ROLE

Project Team Lead – Street Outreach and Child Protection (PTL-SOCP)

Department: Programme
Location: Dar es Salaam, Tanzania
Responsible to: Project Manager with a dotted line to Country Safeguarding Lead (CSL)

JOB PURPOSE

The role of the Project Team Lead will report to the Project Manager and their role will be to provide support supervision to project staff working under the street. They will oversee the planning of the day-to-day activities and ensure project activities relating to Street Outreach Work and Safeguarding (Child Protection) are being implemented to a good standard. The Project lead will compile weekly and monthly implementation reports to be submitted to the Project Manager. The PTL-SOCP will directly supervise all social workers under the street outreach department.

KEY RESPONSIBILITIES

PROJECT PLANNING AND DEVELOPMENT:

- In collaboration with the Team and Project Manager develop a detailed and costed annual work plan for the project, including activities, human resources, and timeline of implementation to be approved by the Field Implementation Manager.
- Together with the project staff, develop a quarterly plan for the street to be incorporated into the project plan.
- Develop a safeguarding and child protection quarterly plan to be incorporated in the project plan.
- Review and approve the Street Outreach team's weekly action plans, fund requests, and risk assessment registers.

PROJECT IMPLEMENTATION: (STREET OUTREACH)

- Collaborate with the project manager to plan and implement activities for the Street Outreach Department, including coordinating weekly staff action plans and monitoring schedules to ensure effective execution of planned activities.
- Oversee the planning and implementation of street outreach activities, providing daily supervision to project staff, managing staff caseloads, and reviewing case files to identify areas for support and improvement.
- Manage and track beneficiary data with support from the M&E department to ensure consistent follow-ups and service provision.
- Provide technical leadership to ensure the quality implementation of street outreach work activities and achievement of objectives.
- Mentor and guide team members, promoting awareness of organizational policies, procedures, tools, and methodologies.
- Foster strong working relationships between project staff and other departments to consistently meet project targets, while also coordinating necessary technical support and engaging both internal and external trainers as needed.
- Oversee the child support desk (CSD) activities, ensuring quarterly committee meetings and community dialogues are conducted.
- Track children placed with fit persons or shelter, ensuring timely handovers, case allocations, and follow-ups, including bi-weekly onsite verification and status reporting to the project manager and the Department of Social Welfare.
- Allocate cases, manage staff caseloads, and review and sign all case management forms related to fit-person placements, and one-on-one sessions as per SOP guidelines.
- Produce monthly project briefs for the project manager and prepare quarterly and

annual reports that meet RCA and donor requirements, while documenting case studies and identifying areas of good practice and high impact for sharing with the RCA project manager.

- Assist street workers in utilizing case management apps and databases, regularly reviewing their usage and creating improvement plans as necessary.

PROJECT IMPLEMENTATION: (SAFEGUARDING AND CHILD PROTECTION)

- In cooperation with the Project Manager and CSL Provide support and Supervision to the caseworkers with safeguarding cases within the RCA Kivuko Project.
- Liaise with the Project Manager to explore the needs for training, support, and development of safeguarding under the RCA Kivuko Project for support.
- Ensure safeguarding incidents are reported to the CSL and any actions are followed up promptly
- Organize internal training for project staff to keep their safeguarding knowledge and skills up to date
- Brief all visitors and volunteers on RCA's Safeguarding policy and follow up that the code of conduct and consent forms for images are being signed.
- Conduct periodic safeguarding reviews for Street, Youth, and Family work Interventions
- Support project staff in filling safeguarding incident forms and updating safeguarding logs to be submitted to the SL.
- Maintain documentation related to safeguarding at the project level.
- Provide support and training for colleagues in safeguarding especially, to increase knowledge of laws and guidelines relating to child protectionConduct awareness sessions for CYLWS on their rights and responsibilities as outlined in the Law of the Child Act.
- Provide legal representation to street-connected children and youth in contact and in conflict with the law.

FINANCIAL MANAGEMENT AND ADMINISTRATION

- Oversee project budget including tracking spending including approval of travel requests, activity requisitions, business advances, staff liquidation, reviews, and approval of all project expenses as per RCA approval matrix and procedures.
- Work with the Finance Department to ensure that project expenditures remain within budgetary line items and according to contractual agreements and are well backed up with implementation reports.

LINKAGES & NETWORKING

- Establish and maintain strong working partnerships with the social welfare department, implementing partners, one-stop Centres, police, police gender, and child desk, and other relevant government offices in support of children and youth living and working on the streets.
- Create awareness among child protection actors such as Police, Courts, LGA, and SWO's on the Law of the Child Act, 2009, and the Child Protection Guidelines especially as pertains to responding to reports of abuse against children.
- Actively participate in district networks, including child protection forums, among others to promote and advocate on issues related to children living and working on the streets.
- Strengthen collaboration between project staff and the Social Welfare Department by conducting regular check-in meetings.
- Conduct periodic service mapping exercises for CLWS and strengthen referral pathways to ensure beneficiaries have access to all basic services.
- Accompany Railway Children Africa Trustees and/or other visitors in field visits.
- Represent RCA in key local, national, and regional networks

HUMAN RESOURCE MANAGEMENT

- Support in tracking the performance of project staff by proactively addressing performance issues through regular 1 on 1 meetings, providing constructive and honest feedback, coaching, and identifying staff development needs.

GENERAL DUTIES

- Conduct yourself in accordance with the rules of the Child and Adult Safeguarding Policy and Code of Conduct in your personal and professional life – which includes reporting suspicions of child abuse or any other breach of these policies.
- Demonstrable commitment to and the ability to uphold and promote Railway Children's core values.
- Understanding of the importance of an organizational Code of Conduct and Safeguarding policy.
- Uphold and work within RCA's policies and procedures;
- Actively promote and embody RCA's core values of Never Give Up, Have Courage, Earn Trust, Show Compassion, and Nurture Talent across the organization and partners.
- Undertake any other duties, as appropriate to the post, as delegated by the line manager.

EXPERIENCE:

- Experience in a development context, preferably with experience working with Children and Youth working on streets (CYLWS) or other vulnerable children and young person projects.
- A person who has experience and understanding of the Child Protection and Safeguarding process and can handle sensitive and confidential issues with tact and diplomacy.
- Solid professional experience working in Project management and reporting.
- Excellent written, oral, and presentation skills in English and Kiswahili
- Excellent people skills.
- Experience in training or coaching others is desirable
- At least two years of experience in a Project lead role or similar working with vulnerable children and families.

EDUCATION:

- Bachelor's degree in social sciences, Law, community development, project management, youth work, social care, or equivalent from a recognized university or college.

APTITUDE:

- Strong relational and communication skills
- Non-judgmental and open-minded
- Ability to be creative and find positive solutions to problems;
- Knowledge and understanding of the issues facing vulnerable young people at risk in Tanzania;
- Knowledge of the range of support options and services for young people and families;
- Understanding of Child Protection including Safeguarding processes and procedures;
- Solution-oriented and flexible attitude with the ability to work proactively and take initiative
- Ability to build strong team relationships.
- Possess the requisite empathy, compassion, and passion to address the needs and challenges of working with children and Young vulnerable adults.
- Demonstrable commitment to and the ability to uphold and promote RCA's core values.



A GREAT PLACE TO WORK

Railway Children Africa is an International NGO registered in Tanzania, no. I-NGO/R1/00941, as an affiliate of our parent company Railway Children UK.

Railway Children has been working in Africa for over 10 years. We continually strive to provide a positive work environment for all our employees.

This is an exciting time to be joining Railway Children Africa.

In the next five years we have exciting plans to upscale our work dramatically.

If you would like to be part of this exciting journey, we'd love to hear from you.



STILL INTERESTED?

How to apply...

To apply for this position, please complete the application form and return it to jobs.mwanza@railwaychildren.or.tz Please include job title applied for in email subject. Please note that Railway Children will only accept applications made using this application form and will not accept CVs, academic certificates or covering letters.

At Railway Children, we are committed to the safeguarding and protection of all those who come into contact with us in our work. We follow a range of procedures to ensure that only those who are suitable to work with children and vulnerable people are recruited to work for us. This post is subject to a range of background and reference checks including criminal records check.

Due to the number of applications often received, only those to be invited for interview will be informed of the outcome of their application.

Applicants who have not heard within two weeks of the closing date should assume they have been unsuccessful.

Closing date: Friday, 24th January 2025 at 17:00 East African time.

THANK YOU.