

BRAC Maendeleo Job Vacancies, Technical Sector Officers (8 Positions)

Technical Sector Officers—Community (8 Positions)

BRAC Maendeleo Tanzania

Tanzania

BRAC Maendeleo Tanzania takes a participatory, community-based, and inclusive approach to designing context-specific, impactful programmes.

Career with BRAC International

BRAC is an award-winning international non-governmental development organisation, with the vision of a world free from all forms of exploitation and discrimination, where everyone has the opportunity to realize their potential. BRAC is a leader in developing and implementing cost- effective, evidence-based programmes to assist poor and disadvantaged communities in low- income countries, including in conflict- prone and post-disaster settings. It is an organisation of and for the people of the Global South, pioneering new development and social enterprise approaches to equip communities to achieve prosperity. As well as being the world’s biggest NGO by number of staff and people directly reached, BRAC has regularly been ranked the number one NGO in the world by the Geneva-based NGO Advisor, an independent organisation committed to highlighting innovation, impact and governance in the non-profit sector. BRAC retained the top spot in 2020 among the top 500 NGOs for the fifth consecutive year.

BRAC was founded in Bangladesh in 1972 by Sir Fazle Hasan Abed. It started its first programme outside of Bangladesh in Afghanistan in 2002, and has since reached millions of people in 11 countries in Asia and Africa. BRAC has a holistic approach to development that uses a wide array of programmes and social enterprises, including in microfinance, education, health, agriculture, gender and human rights. BRAC believes that every person has inherent potential, and when an enabling environment is created and that potential is unleashed, even the poorest can become agents of positive change in their own lives, for their families and their communities. BRAC Maendeleo Tanzania is part of a leading development organization that started its operations in 2006 in Tanzania, focusing on thematic areas of Agriculture, Youth and Women Empowerment, Food Security and Livelihood

About the Programme

The MasterCard Foundation in partnership with BRAC International (BI) is implementing an initiative that will create a positive and measurable impact for 1.2 million adolescent girls and young women and 9.5 million people across seven countries in East and West Africa, including Ghana, Kenya, Liberia, Rwanda, Sierra Leone, Tanzania, and Uganda.

There is mounting urgency to support adolescent girls and young women (AGYW) living in poverty, which has been further amplified by the global pandemic. Through this partnership, scalable economic development approaches will be delivered in communities to foster the agency and voice of AGYW. They will have the opportunity to fulfill their aspirations, achieve sustainable livelihoods, and engage in advocacy issues.

BRAC International is implementing an integrated and holistic model to address the various life cycles of a young woman living in poverty, ensuring she is able to transition safely from adolescence to adulthood. She will be equipped with the appropriate skills, tools, and access to finance to effectively exercise her agency and build a fulfilling and productive livelihood.

BRAC International is seeking applications from competent, dynamic and self-motivated individuals to fill the following position in BRAC Maendeleo Tanzania.

Position: Technical Sector Officers—Community – 8 Posts

Job Location: Dar es salaam, Mwanza, Dodoma, Tabora, Morogoro, Iringa, Mbeya, Tanga

Purpose of this job:

The Technical Support Officer, Community Mobilization (TSO-CM) will support the Technical Coordinator Community Mobilization in planning and implementing social empowerment and community engagement activities, including gender and social inclusion, disability inclusion, SRHR, SGBV, community dialogues, and grassroots-level advocacy. They will also contribute to staff capacity development through targeted training and supervision. Additionally, the TSO-CM will provide technical assistance, support, and quality control in implementing SGBV and SRHR community-based case management and referral systems.

The TSO-CM will collaborate with the country program team, AIM central team, BI technical anchors, and Technical Coordinators to improve program quality, contextualize training modules, and train staff on new materials and tools. They will ensure effective delivery of gender equality and social inclusion (GESI), disability inclusion (DI), Sexual and Reproductive Health and Rights (SRHR), enabling environment and advocacy components are integrated into the overall AIM programmatic operations.

An ideal candidate for this role is one who is proactive, passionate, resourceful, and enjoys being a team player.

Responsibilities:

A. Technical Support

Support AIM field team in inception phase activities (community mobilization and inception meetings, transect walks, surveys, YDC formation).

Train regional staff on GESI, GBV, disability inclusion, domestic violence reporting, and women's rights advocacy; enhance PA/mentor capacity on GESI, community mobilization, SRHR, and GBV sessions.

Support social and behaviour change communication (SBCC) planning, monitoring, and evaluation and coordinating with the project team.

Lead the implementation of SBCC dialogue sessions at the community level, targeting local, religious, and cultural leaders, as well as other duty bearers.

Guide community leaders in developing action plans based on commitments made during SBCC dialogue sessions. Support tracking and follow-up on these action plans to ensure progress and accountability.

Identify and adapt safe, accessible club spaces with reasonable accommodations and gender-segregated infrastructure (restrooms, dignity kits, baby changing stations), prioritizing marginalized groups including PWDs.

Support coordination with stakeholders (government, INGOs, CSOs, YDC members, and service providers) for social empowerment and enabling environment interventions.

Participate in regional GESI, SRHR, and SGBV working groups, advocating for women's and girls' rights.

Mentor and support youth advocates in developing, implementing & monitoring advocacy action plans, overseeing practical implementation (events, stakeholder meetings, logistics, linkage to CSO networks and technical working groups).

Lead community action planning sessions to develop community action plans, consolidate commitments and ensure community-led solutions.

Organize action planning and handover meetings at the end of each cohort to secure firm commitments from local leaders and ensure the sustainability of the outcomes

B. Coordination, Planning and Partnerships

Support coordination with a range of stakeholders, including government entities, INGOs, CSOs, YDC members, and service providers at the sub-national level, to support interventions as well as the program's grassroots advocacy and partnerships work.

Coordinate and consolidate the mapping of SRHR and SGBV service providers at the regional level.

Organize events for the celebration of international observance days such as International

Women's Day, the 16 Days of Activism, and International Day of the Girl Child in the regions. Contribute to the design and implementation of a monitoring framework to track progress, assess impact, and inform adjustments in youth advocacy action plans.

C. Reporting, Documentation, and Communication

Contribute to program reports and deliverables as required and demonstrate the status of GESI and grassroots-level advocacy activities towards achieving expected results.

Quality management, checks, and assurance in the SGBV case recording database to ensure accuracy, efficiency, and timely reports.

Identify and document best practices, most significant change stories, and share this knowledge with colleagues. Ensure quality reporting on enabling environments, community mobilization, and GESI indicators, and document good practices.

Support regional managers, branch managers and programme assistants regularly to ensure timely and high-quality programmatic data entry and reporting in relevant manual and digital MIS (Blnsight) by the Program Assistants, and mentors.

Support documentation of program wins and success stories / case studies

Ensure timely preparation and submission of programmatic management information system (MIS), financial and donor reports

D. Policy and Strategy Compliance

Popularize the Enabling Environment Strategy, GESI policies and SGBV, SRHR and disability inclusion guidelines among the frontline staff through orientations and trainings

Support in policy-related materials development and localization

E. Safeguarding

Ensure the safety of team members from any harm, abuse, neglect, harassment, and exploitation to achieve the project goals on safeguarding implementation.

Practice, promote, and endorse the issues of safeguarding policy among team members and ensure the implementation of safeguarding standards in every course of action.

Follow the safeguarding reporting procedure in case any reportable incident takes place; encourage others to do so.

Required Experience:

- 3-5 years of relevant experience in gender equality, social inclusion, SGBV, community engagement, and advocacy.**
- Previous experience in providing technical assistance, especially related to advocacy, community engagement and empowerment-related activities, training module development and execution, and training facilitation**

- Experience working in integrated programs targeted for adolescent girls and young women is a plus.
- Previous experience in the development of SBCC messages, tools, and materials for community-based dialogues and other activities.
- Experience in conducting advocacy, community mobilization and engagement activities is also an added advantage

Education Qualifications:

- Bachelor Degree/Post Graduate Degree in International
- Development/Gender/Sociology/Anthropology/Social Sciences

Knowledge, skills & competencies:

- Training materials development, staff capacity building, and facilitation skills
- Computer literacy and presentation skills
- Report writing and documentation of Most Significant Change Stories
- Proactive, self-starter and independent worker with the ability to support large teams
- Demonstrate commitment to community mobilization work around education, GESI, SRHR, and advocacy work, applying rights-based, human-centered, and survivor-centered approaches.
- Exhibit empathy and positive interpersonal skills, including cultural competence.

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Employment Type: Contractual

Salary: Negotiable

Women are highly encouraged to apply.

If you feel you are the right match for the above-mentioned [position](#), please follow the application instructions accordingly:

**Candidate needs to email their CV with a letter of interest mentioning educational grades, years of experience, current and expected salary and preferred location at
: bimcf.tanzania@brac.or.tz**

Please mention the name of the position in the subject bar.

Only complete applications will be accepted and shortlisted candidates will be contacted.

Application deadline: 17th June, 2025.

BRAC is committed to safeguarding children, young people and vulnerable adults, and expects all employees and volunteers to share the same commitment. We believe every stakeholder and every member of the communities we work with has the right to be protected from all forms of harm, abuse, neglect, harassment, and exploitation – regardless of age, race, religion, and gender, status as an individual with a disability or ethnic origin. Therefore, our recruitment process includes extensive reference and background checks, self-disclosure of prior issues regarding sexual or other misconduct and criminal records and our values are a part of our Performance Management System.

BRAC is an equal opportunities employer.