

Vacancy: Inclusive Social Protection Officer

About LNFOD

1. Founded in 1989, and legally registered in October 1991, Lesotho National Federation of Organisations of the Disabled (LNFOD) is a non-governmental umbrella body of organisations of persons with disabilities registered in Lesotho dedicated to capacitating organisations of persons with disabilities and empower persons with disabilities socially, economically, and politically through advocacy and capacity building.

Its membership consists of four organisations of persons with disabilities (ODPS), Intellectual Disability and Autism Lesotho (IDAL) formerly known as Lesotho society of mentally handicapped persons (LSMHP), Lesotho National Association of the Physically Disabled (LNAPD), Lesotho National League of the Visually Impaired Persons (LNLVIP), and National Association of the Deaf Lesotho (NADL).

Vision: a Basotho society that is accessible and inclusive of all people that live in it, and that enables and empowers people with disabilities to enjoy social, economic, cultural, political, and human rights on an equal basis with others, and to reach their full potential in all aspects of development.

Mission: advocate for, promote, defend human rights of persons with disabilities and their families through provision of training, emotional support and by representing their interests to government, private sector, development partners and the wider community.

LNFOD has zero tolerance for sexual exploitation and abuse and a candidate selected to be inclusive social protection officer will undergo background checks to determine criminal record if any before appointed into this position.

About the position

At the 2018 GDS, the World Bank committed to: “Ensuring that 75 percent of WB-financed social protection projects are disability-inclusive by 2025.” In its work to achieve this

commitment, the Bank has developed guidance for staff on key elements of an inclusive social protection project. In the Bank's draft Disability-Inclusive Social Protection Note, it highlights four entry points for disability-inclusive projects: stakeholder engagement, disability inclusive analysis, inclusive project design, and measurement of disability indicators. The inclusive project design pillar states: "Social Protection projects should design at least one activity to address the issues already identified through the analysis and stakeholder engagement. The actions can include, both measures to ensure full participation in the project by persons with disabilities on an equal footing with others and specific measures targeted to benefit and empower persons with disabilities.

It is against this background that LNFOD and its partners are advocating for the implementation of the meaningful inclusion and participation of persons with disabilities in the World Banked social protection funded projects in Lesotho to achieve the said objectives.

LNFOD therefore seeks a programme officer to strengthen LNFOD capacity in the monitoring of the social protection World bank funded projects in Lesotho.

Contract type: fixed term contract

Reports: executive director

Job description

- Review World Bank social protection projects design and ensure that the stakeholders concern such as persons with disabilities and needs are addressed through engagements and negotiations with government and the World bank.
- Conduct World Bank social protection projects design analysis for the inclusion and beneficiation of persons with disabilities.
- Consult with organisations of persons with disabilities and other civil society organisations on the impact of the World bank funded social protection projects in Lesotho and advocate to government for the inclusion, participation, and consultation of persons with disabilities in the social protection projects and services.
- Undertake research monitoring the impact of the world bank funded social protection services for persons with disabilities for the purposes of advocacy and identifying the best practices which can be replicated in other areas.

- Conduct interviews with the beneficiaries with disabilities with the aim of supporting them to voice out their concerns about the World Bank social protection projects to government and World bank.
- Produce weekly, monthly, quarterly, and annual report and submit them to the executive director for decision making.
- Undertake any other related work as assigned by the management.

Qualifications and work experience

Applicants should possess university degree on education, social work, economics, political science, or any other equivalent course.

Applicants must have three years' experience of working in the Lesotho NGO sector and experience working with organisations of persons with disabilities is an asset.

Proven track record of leading participatory monitoring of the World Bank funded projects for persons with disabilities.

Competence and skills

Excellent research skills are a requirement.

Interpersonal communication skills.

Good project and policy analysis for inclusion of persons with disabilities in social projects.

Knowledge and good understanding of disability as a social rather than a medical issue.

Computer skills including Microsoft office packages.

How to apply

Interested candidates must apply for this position by submitting cover letter alongside academic qualifications to the following email address and confirm receipt of such an email via telephone at 22330345 with LNFOD procurement officer. N.B (submit your highest qualification only for this position).

Email address: RecruitmentInfod1@gmail.com on or not later than 27 January 2024 at 12:00 midnight.

Attention: Executive Director

Lesotho National Federation of Organisations of the Disabled

P.O. Box 9988 Maseru 100, Naleli alongside Maria `Mabasotho Catholic Church, Naleli-Sekamaneg road.

Women with disabilities are strongly encouraged to apply.