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With funding from



TERMS OF REFERENCE FOR THE POSITIONS OF DISTRICT COORDINATORS

Introduction

The Lesotho National Federation of Organisations of the Disabled (LNFOOD) is looking for dynamic and human rights oriented four (4) district coordinators strictly from the district of Berea, Leribe, Buthabuthe, and Mokhotlong to coordinate the effective implementation of LNFOOD gender and disability inclusion programme at the district and community council level.

The applicants should be resident of either of these mentioned districts or be willing to stay there during the implementation of this project.

This programme aims at contributing towards gender transformation and disability inclusion in Lesotho.

Outcome 1: Improved gender and disability mainstreaming in government legislations and programmes through self-advocacy of organisations of persons with disabilities (OPDS) and women with disabilities.

SDG 10.2 and 10.4;

Outcome 2: Increased accessibility of available SRH services including improved GBV prevention and response for women with disabilities in project areas.

SDG 5.2 and 5.6

Outcome 3: Increased access, retainment, and graduation of girls and boys with disabilities from primary and secondary schools in project areas by addressing intersectional discriminations.

SDG 4.a, 10.2 and 10.3

Outcome 4: Improved livelihoods of women with disabilities through formal and informal income-generating activities in the project area.

SDG 5.a and 10.

About LNFOD

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).

Our understanding of disability

We define disability as a social factor resulting from the interaction between a person with impairment and the environment and attitudes which may hinder full and effective participation of persons with disabilities in society on an equal basis with others.

Protection from sexual exploitation and abuse

LNFOD has zero tolerance for sexual exploitation and abuse and candidates selected to be district coordinators will undergo background checks to determine criminal record if any before appointed into this position.

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.

In fulfilment of this mission, LNFOD implements several advocacy initiatives to ensure that the rights of persons with disabilities, especially women and girls with disabilities are realised on an equal basis with others. This initiative falls within this scope and LNFOD is therefore seeking to employ four district coordinators to coordinate effective implementation of this program.

Type of contract: fixed term contract.

Reporting: under the general supervision and leadership of the executive committee of the district federation for persons with disabilities, the district coordinators will report to the national projects 'coordinator in accordance with the schedule set within the organization monitoring and evaluation system.

Purpose: to support organisations of persons with disabilities gender and disability advocacy and mainstreaming at the district and community council level.

Duties and responsibilities

The incumbent shall perform the following functions:

- 1) Coordinate district and community council gender and disability advocacy and mainstreaming program for persons with disabilities and their representative organisations of persons with disabilities at the district and local community council level.
- 2) Promote and support full and effective participation of persons with disabilities and their representative organisations in the district and community council level decision making processes
 - a. Develop DPOs technical competences at local level on gender and disability rights and right based actions, advocacy and awareness raising activities and implementation.
 - b. As the district coordinator of the district federation of persons with disabilities, participate in the planning, implementation, monitoring, and strategic direction of district federation advocacy and capacity building efforts.
 - c. Organize on-going training sessions for PWDs, DPOs and LNFOD on Advocacy.

- d. Support the mapping of the different governmental and non-state actors related to gender and disability at district and community level and the analysis of government policies to determine inclusion of gender and disability issues
- 3) Coordinate the implementation of all advocacy programs within the district federation of organisations of persons with disabilities.
- 4) Organize collection, analysis, and evaluation meetings with implementing partners.
- 5) Undertake regular mission to DPS community branches to analyse, monitor, and supervise the implementation of Advocacy projects.
- 6) Fundraise and mobilise resources for the effective implementation of the district federation activities.

Qualifications and work experience

Applicants should possess post-secondary qualifications with proven experience of working with government, civil society organisations and organisations of persons with disabilities.

Applicants must have three years' experience of working in the Lesotho NGO sector and experience working with government, organisations of persons with disabilities are an asset. Proven track record of working in the areas of gender equality, prevention of gender based violence, empowerment of women and disability rights is an asset.

Competence and skills

Excellent research skills are a requirement

Interpersonal communication skills

Project management 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, CVs alongside academic qualifications (*your highest qualification only for this position*) to the following email address:

Email address: recruitmentinfod1@gmail.com on or not later than 27 February 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, Sekamaneng Road.

Women with disabilities are strongly encouraged to apply.