

## CONSULTANCY SERVICE

### HUMANITARIAN DISABILITY ADVISOR FOR NORTH EAST NIGERIA

CBM seeks to recruit a Humanitarian Disability Advisor for North East Nigeria, to be based in Maiduguri/Abuja for six months from September/October 2019 to February/March 2020.

#### About CBM

Too many people face poverty, stigma and isolation, denied the chance to go to school or earn a living, just because they have a disability. And every day people lose the ability to see, hear or walk because of conditions that could easily be treated or prevented.

Driven by Christian values, CBM works in the world's poorest places to reach those whom others leave behind. Working in partnership with Governments and local partners, we create long-term positive change: treating and preventing conditions that can lead to disability and supporting people with disabilities to access education and healthcare, earn a living and be included in their communities.

CBM's support to projects in Nigeria dates back to 1968, where we partnered with eye hospitals, special schools and rehabilitation schools to reduce the burden of disability by providing preventative, curative and rehabilitative services to communities. Over the years, CBM has expanded its focus to cover other disabling conditions, such as neglected tropical diseases, obstetric fistula, community based rehabilitation and mental health and shifted from service delivery to system strengthening and disability-inclusive development initiatives. CBM currently support projects in 16 States across the six geopolitical zones, with the majority in the north of the country.

CBM was one of the organizations that developed the Minimum Standards on Age and Disability Inclusion in Humanitarian Action, now launched as the Humanitarian Inclusion Standards for older people and persons with disabilities (and hereafter referred to as HIS). The HIS consist of nine key inclusion standards, derived from the nine commitments of the Core Humanitarian Standard on Quality and Accountability (CHS), and seven sets of sector-specific inclusion standards: protection; water, sanitation and hygiene; food security and livelihoods; nutrition; shelter, settlement and household items; health; and education.

CBM piloted the first draft of the HIS in Kenya and Bangladesh, as part of the Age and Disability Capacity Programme (ADCAP). CBM also used the key inclusion standards, as well as the WASH-specific and food security-specific standards of the HIS principles during the acute phase of the humanitarian response implemented in Borno and Yobe States. Currently we are supporting partners to implement a livelihood component focusing on persons with disabilities, older people, female-headed households and single mothers, and will be drawing most specifically on the key inclusion standards and the food security-specific standards.

In late 2018, a team from CBM and the Joint National Association of Persons with Disabilities (JONAPWD) undertook a disability review of the humanitarian response in North East Nigeria under NENTAD<sup>1</sup>. The review assessed the extent to which people with disabilities are systematically and

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<sup>1</sup> DFID's North East Nigeria Transition to Development programme (NENTAD) aims to deliver an effective response to the basic needs of vulnerable people impacted by the crisis in the north east of

consistently included in, and benefit from, DFID's NENTAD humanitarian response in Nigeria, with reference to the Humanitarian Inclusion Standards (HIS) and data disaggregation. Funded by DFID Nigeria, this is the first time such a review has been conducted of DFID's humanitarian programmes, and that the Humanitarian Inclusion Standards (2018) have been used to review programmes, representing an important pilot.

Based on the findings of the review, recommendations have been developed for DFID Nigeria and for NENTAD partners, to build on work done so far and make practices more inclusive in the future. In order to support the implementation of these recommendations, CBM is recruiting an advisor with experience of disability inclusion in a humanitarian context to work with both NENTAD implementing partners and DFID Nigeria.

### **Main Responsibilities:**

This advisor role will bring international expertise and increase the resourcing of the CBM Nigeria team to support disability mainstreaming amongst NENTAD partners.

#### *External*

- In particular, the post holder will provide follow up support to three humanitarian organisations delivering NENTAD programmes. Working with each organisation's focal person for inclusion in Nigeria, the Humanitarian Disability Advisor will support partners to adopt an inclusive project cycle management approach, build staff capacity and work towards institutionalising inclusive systems and processes through mentoring, training and providing technical guidance as required.

Although tailored to specific organisational priorities, this could include work to ensure that:

- o Disability inclusive induction processes are in place for new staff;
  - o Key staff members have increased understanding of disability and inclusion, and how to collect, analyse and use disability disaggregated data in the contexts / sectors they are engaged in;
  - o Barriers faced by people with disabilities and older people are identified and being addressed in programmes;
  - o Follow up on action plans and monitoring of project sites for inclusion is taking place.
  - o Supporting the development of training on disability in humanitarian action and the use of the Humanitarian Inclusion Standards for staff members.
- Develop and administer a short pre and post capacity assessment with three partners receiving intensive support, in order to measure progress and achievements relating to capacity development during the six-month period.
  - Work with DFID Nigeria to increase DFID humanitarian team capacity in disability inclusion, through training, awareness raising and specific support.
  - Identify opportunities for the development of relevant advocacy and communication/information materials to support age and disability inclusion.

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Nigeria. The programme delivers humanitarian assistance in nutrition and food security; protection and Education in Emergencies; multi-sector support including health, water, shelter and livelihoods interventions; as well as enabling a more efficient response to the crisis, including strengthened government planning, budgeting and coordination; and risk management. See Development Tracker website: <https://devtracker.dfid.gov.uk/projects/GB-GOV-1-300432>

### *Internal*

- Coordinate with CBM staff conducting monitoring visits to NENTAD partner project sites for capacity building purposes.
- Build Capacity of CBM CO in inclusive humanitarian action
- Support capacity building of Nigeria CBM Country Office staff in inclusive humanitarian operations.
- Development/Review/Improvement of tools for the collection of disaggregated data for analysis of disability inclusion, for use by the NENTAD partners and Nigeria CBM Country Office.
- Provide monthly reports on activities to key CBM stakeholders
- Support the development of and participate in an internal evaluation in February 2020.
- Gather and disseminate good practices and lessons learned in disability mainstreaming in the humanitarian sector among the NENTAD partners in line with the Humanitarian Inclusion Standards.

### **Accountabilities**

This role will be managed by CBM Country Director and technically jointly supervised and supported by Country Humanitarian Coordinator, the Global Emergency Response Unit and CBM UK programme manager. Monthly reports on activities should be submitted to the CBM Nigeria Country Director and CBM UK.

### **Qualifications, Experience and Skills**

- Masters or advanced degree in humanitarian action or a relevant subject area.
- At least 10 years of relevant humanitarian experience including sector specific field expertise (e.g. protection, education, etc.) as well as experience in cross-cutting issues in humanitarian response (gender, age, disability, etc), working with at-risk groups, participatory approaches, and inter-agency coordination systems.
- Knowledge of age and disability issues and familiarity with the Humanitarian Inclusion Standards, the Convention on the Rights of Persons with Disability (Art.11), the Charter on Inclusion of Persons with Disabilities in Humanitarian Action and other relevant international frameworks.
- Familiarity with disability data collection tools, and their application in humanitarian settings.
- Experience of working with persons with disabilities and their representative organizations, staff mentoring and coaching.
- Knowledge of training tools and methods, with proven experience in delivering capacity development in humanitarian settings in areas of beneficiary identification (focus on persons with disabilities and other at-risk groups), community mobilization, and identification of barriers / exclusion issues.
- Familiarity with accessibility measures including principles of Universal Design and Reasonable Accommodation.
- Excellent analytical skills.
- Able to undertake strategic planning.
- Good decision-making skills.
- Persuasive communicator, strong spoken and written English.
- Able to work in a multi-dimensional and multi-cultural environment.
- Able to identify innovative ways of addressing problems and challenges.
- Able to manage stress.

The job holder will be required to adhere to CBM values and commits to CBM's Child Safeguarding and Vulnerable Adults Policy.

CBM is an equal opportunities employer, and particularly welcomes expressions of interest from persons with disabilities.

This role will be based principally in Maiduguri, in Borno State, Nigeria (75%), with regular travel to Abuja (25%).

### **Applications/ Expressions of interest**

This role is primarily offered as a consultancy service agreement. The possibility of entering in a contract employment relationship will be considered upon the successful candidate's preference and/or interest.

Interested candidates should submit a CV and a cover letter, indicating availability between September 2019 and March 2020 and salary expectations or fee rates, by 8am UTC on 26<sup>th</sup> August 2019. Your application documents should be emailed to [jobs-141@cbm.rexx-recruitment.com](mailto:jobs-141@cbm.rexx-recruitment.com). Should you have any technical questions related to the role and responsibilities please contact our Senior Programme Officer ( [Nino.Gvetadze@cbm.org](mailto:Nino.Gvetadze@cbm.org)) with 'Humanitarian Disability Advisor' in the subject line.

Expressions of interest/ applications that do not meet these guidelines will not be considered.