



## Job Description

<b>Job Title:</b>	Social Mobilisers/Trainers
<b>Project:</b>	BRAVE – Building Resilience and Addressing Vulnerability to Emergencies
<b>Department:</b>	Institutional Partnerships Development
<b>Reports to:</b>	Skill Development/Training Coordinator & Project Manager
<b>Location:</b>	Upper Dir
<b>Salary Range:</b>	PKR. 60,000 to 65,000 (Income Tax will be applicable as per Government Law)
<b>Contract Type:</b>	Contractual (08 Months) - Extendable subject to Performance and Funding
<b>Purpose</b>	<p>The Climate Resilience Component of <i>Building Resilience and Addressing Vulnerability to Emergencies (BRAVE) in Pakistan</i> Programme is in its Phase-II, funded by FCDO, with Concern Worldwide as the Lead Partner and Muslim Hands as the Implementing Partner. Component One (Climate Resilience) aims to enhance the capacity of at-risk communities (especially women, the elderly, and people with disabilities) to anticipate, adapt to, and absorb the negative impacts of climate-related hazards through climate action planning, execution, and knowledge transfer.</p> <p>The programme focuses on six key actions:</p> <ol style="list-style-type: none"> <li>1. Development of climate-resilient adaptation plans (village, UC, and district levels)</li> <li>2. Enhanced ability to execute and manage climate adaptation plans</li> <li>3. Support to at-risk households in accessing transformational income generation opportunities</li> <li>4. Leveraging public/private sector funding for climate adaptation &amp; mitigation plans</li> <li>5. Establishment of business and knowledge hubs to build resilience</li> <li>6. Enhancement of line departments' capacity to integrate climate change adaptation priorities.</li> </ol>
<b>Main Responsibilities</b>	<p>The Social Mobilizers/Trainers will play a frontline role in community engagement, mobilization, and delivery of capacity-building activities related to climate-smart agriculture (CSA), livestock management, entrepreneurship, market linkages, disaster risk reduction (DRR), disaster risk management (DRM), and early warning systems (EWS). They will ensure community ownership, facilitate participatory processes, and provide training to targeted groups with gender and inclusion sensitivity.</p> <p><b>Community Mobilization &amp; Engagement</b></p> <ul style="list-style-type: none"> <li>• Undertaking community level dialogues, project introduction, group formation and regular community meetings.</li> <li>• Identify, engage, and mobilize targeted communities, ensuring participation of marginalized groups (women, elderly, persons with disabilities).</li> <li>• Support formation and strengthening of Village/Village Council Climate Adaptation Forums (V/VC-CAF), Male and female Framers field schools,</li> </ul>



- Facilitate community meetings, focus group discussions, and awareness sessions on climate resilience, DRR/DRM, and livelihoods.
- Facilitate Multi hazard Climate Change Risk and Vulnerability Analysis (MHCCRVA) and support communities in developing Climate Adaptation Plans.
- Ensure strong linkages between community groups, local government, and line departments.
- Should develop in-depth knowledge of all their villages of intervention and should have close contacts with community leaders, volunteers, and activists

#### **Training & Capacity Building**

- Deliver structured trainings and on-the-job coaching on climate change awareness, early warning, CSA, livestock management, entrepreneurship, market linkages, DRR/DRM, and EWS.
- Use participatory training methodologies and ensure inclusivity in all training sessions.
- Support the development of training modules, manuals, and IEC materials in local languages.
- Conduct follow-up visits to assess the application of skills learned by participants.

#### **Data Collection & Reporting**

- Conduct household-level beneficiary profile and other M&E data and share with data management officer.
- Maintain updated beneficiary records and training attendance registers.
- Ensure the record keeping & documentation of all the activities becomes carried out in the field.
- Assist to MEAL Officer to collect case stories/success stories during the project life
- Ensuring donors visibilities as per agreed SoPs in the field
- Prepare weekly and monthly progress reports and share with the Training Coordinator.

#### **Safeguarding, Inclusion, & Accountability**

- Promote safeguarding, gender equality, and inclusion in all activities.
- Facilitate dissemination of feedback and complaint mechanisms (CRM) to communities.
- Report safeguarding concerns immediately following organizational policies.
- To share the details of CRM and handle the complaints of the stake holders/beneficiaries



	<p><b>Er4Other Duties</b></p> <ul style="list-style-type: none"> <li>• Assist in organizing exposure visits, farmer field days, and market linkage events.</li> <li>• Support monitoring, evaluation, accountability, and learning (MEAL) processes.</li> <li>• Perform any other relevant duties assigned by the Project Manager/Coordinator.</li> </ul>
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<p><b>Required Qualification, Experience and Skills:</b></p>	<p><b>Qualifications &amp; Experience</b></p> <ul style="list-style-type: none"> <li>• <b>Education:</b> Minimum Bachelor's degree in Social Sciences, Agriculture, Livestock, DRR, Development Studies, or related field.</li> <li>• <b>Experience:</b> At least 2–3 years of relevant experience in community mobilization and training delivery, preferably in climate resilience, livelihoods, or DRR/DRM projects.</li> <li>• <b>Skills &amp; Competencies:</b> <ul style="list-style-type: none"> <li>• Strong facilitation and community engagement skills.</li> <li>• Good knowledge of participatory approaches and adult learning techniques.</li> <li>• Proficiency in Pashto (mandatory) and other local languages (an asset).</li> <li>• Experience working in Upper Dir or similar cultural contexts.</li> </ul> </li> </ul> <p>Good report-writing and basic computer skills.</p> <p><b>Key Attributes</b></p> <ul style="list-style-type: none"> <li>• Respectful of local customs and culture, with a commitment to inclusion and diversity.</li> <li>• Strong interpersonal skills and ability to work effectively with women and marginalized groups.</li> <li>• Willingness to travel frequently to remote and hard-to-reach areas.</li> </ul>
<p><b>Additional Information (Safeguarding, Inclusion, and Application Requirements)</b></p>	<ul style="list-style-type: none"> <li>• Muslim Hands maintains a zero-tolerance policy towards discrimination and unequal power dynamics and is fully committed to equity, inclusion, and safeguarding (PSEA).</li> <li>• As part of our Safeguarding Policy, all applicants must present a valid CNIC and proof of qualifications/experience at the time of test/interview.</li> <li>• Muslim Hands has a ZERO tolerance policy on prevention of Physical and Sexual Exploitation and Abuse (PSEA), Safeguarding, and child protection/GBV, which is part of MH code of conduct and Ethics.</li> <li>• As part of the application process, all candidates must complete and submit a Self-Declaration of Criminal Convictions Form (attached with this Job Description).</li> </ul>



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|  | <ul style="list-style-type: none"><li>• We are an equal opportunity employer and actively encourage applications from all qualified individuals, irrespective of gender, ethnicity or origin, disability, political beliefs, religious beliefs, sexual orientation, or socioeconomic status to apply to become a part of the organization</li><li>• If this role aligns with your skills and values, we encourage you to apply by submitting a detailed CV - along with Covering Letter.</li><li>• Please note that only shortlisted candidates will be contacted.</li></ul> |
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We reserve the right to close the recruitment process early and make appointments before the closing date.