



Job Description

Job Title:	Community Mobilization Lead
Project:	Strengthening Community Resilience and WASH Services in Vulnerable Communities of District Pishin
Department:	IPD
Reports to:	Project Manager
Location:	District Quetta / Pishin
Budgeted Salary	PKR: 120,000/-
Contract Type and Duration:	Contractual / 10 months
Background	This project, supported by a UN agency, aims to improve access to climate-resilient WASH services and essential community infrastructure in vulnerable communities of District Pishin, Balochistan. Addressing challenges such as water scarcity, poor sanitation, inadequate waste management, and climate-related risks, the intervention adopts a participatory and community-led approach to strengthen resilience, improve public health, and promote sustainable local solutions through Community Action Planning, infrastructure rehabilitation, and hygiene promotion.
Purpose	Community Mobilization Lead is to spearhead the inclusive, participatory, and community-owned approach required to implement the multi-sectoral project in District Pishin. Operating under a community-led model, the Lead will drive the entire Community Action Planning framework, facilitating stakeholder mapping, community profiling, and the establishment or revitalization of gender-balanced village committees. This position plays a critical role in bringing marginalized groups including women, elderly persons, and persons with disabilities into local planning and decision-making processes to ensure that infrastructure and WASH priorities truly reflect community needs. Acting as the primary bridge between target communities, Muslim Hands, local government line departments, and the Donor, the Lead ensures deep community ownership, robust accountability to affected populations, and the long-term sustainability of project interventions.
Main Responsibilities	<ul style="list-style-type: none"> • Oversee and facilitate the step-by-step participatory CAP process across targeted villages and settlements, transforming community needs assessments into verified CAP documents. • Drive the formation or revitalization of village committees (ensuring a 50/50 split of male and female committees) to promote gender balance and represent marginalized households. • Supervise community profiling, focus group discussions, and transect walks to identify exact gaps in WASH services, climate risks, and community infrastructure needs. • Facilitate separate male and female community forums, employing female social mobilizers to securely capture and formally integrate women's priorities into final infrastructure designs.



	<ul style="list-style-type: none"> • Coordinate community-based targeting during CAP processes and direct multi-step verification checks against vulnerability criteria and regulatory lists (such as NACTA GoP). • Establish and maintain accessible feedback and complaints mechanisms at the community level, managing complaints channels (like dedicated lines and boxes) in compliance with organizational policies. • Coordinate with district administrations, local authorities, Public Health Engineering Department, and Tehsil Municipal Administrations to align community action plans with existing public development frameworks. • Form and train community-led Water Management Committees and community maintenance teams on the routine management, preventive repair, and sustainability of handed-over assets. • Collaborate with the WASH team to select, train, and guide CRPs for continuous door-to-door hygiene promotion and MHM kits distribution. • Or another task assigned by Manager
<p>Required Qualification, Experience and Skills:</p>	<ul style="list-style-type: none"> • Master’s degree or equivalent in Social Sciences, Sociology, Development Studies, International Relations, or a relevant discipline. • Minimum of 5-7 years of professional experience preferably within an INGO or UN-funded infrastructure or relevant project environment in Balochistan. Managing community mobilization, social organization, or participatory planning projects within complex humanitarian or development settings ideally within Balochistan. • Proven experience implementing Community-Driven Development (CDD) and Community Action Planning methodologies under UN-funded projects. • Deep knowledge of local tribal and cultural customs in District Pishin/Balochistan, with fluency in Pashto and professional command of Urdu and English. • Demonstrable skills in executing safe, protective, and culturally acceptable strategies to maximize female and vulnerable group participation within conservative environments. • Capability to handle community-level grievances and assist field teams with Housing, Land, and Property due diligence to avoid communal friction over site selections. • Elite level of public facilitation, active listening, stakeholder management, and workshop presentation skills to pitch community priorities effectively to high-level government line departments. • Strong data tracking, record-keeping, and report-writing skills to systematically feed community field progress metrics into MEAL databases.
<p>Additional Information (Safeguarding, Inclusion, and Application Requirements)</p>	<ul style="list-style-type: none"> • Muslim Hands maintains a zero-tolerance policy towards discrimination and unequal power dynamics and is fully committed to equity, inclusion, and safeguarding (PSEA). • As part of our Safeguarding Policy, all applicants must present a valid CNIC and proof of qualifications/experience at the time of test/interview. • 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.



- | | |
|--|--|
| | <ul style="list-style-type: none">• 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 socio-economic status to apply to become a part of the organization• If this role aligns with your skills and values, we encourage you to apply by submitting the required information on online portal , and additionally sharing detailed CV - along with Covering Letter.• Please note that only shortlisted candidates will be contacted. |
|--|--|

We reserve the right to close the recruitment process early and make appointments before the closing date.