



Job Description

Job Title:	Social Mobilizer / Hygiene Promoter
Project:	Strengthening Community Resilience and WASH Services in Vulnerable Communities of District Pishin
Department:	Institutional Partnerships Development
Report to:	Project Manager through Community Mobilization Lead
Location:	District Quetta / Pishin
Budgeted Salary	PKR: 80,000/-
Contract Type & 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	To bridge the gap between the project implementation team and the target communities in District Pishin by driving community engagement, ownership, and behavior change. Operating under a participatory approach, this position is responsible for mobilizing community members, establishing inclusive committees (including dedicated forums for women and marginalized groups), and delivering intensive Hygiene Promotion sessions. The ultimate goal is to ensure the long-term sustainability of the rehabilitated water, sanitation, and drainage infrastructure by fostering safe hygiene practices and strengthening local operation and maintenance capabilities.
Main Responsibilities	<ul style="list-style-type: none"> • Conduct initial community entry, bond building, and mobilization activities to establish inclusive, gender-balanced Community Action Plan(CAP) and WASH Committees in target locations. • Conduct interactive, culturally appropriate Hygiene Promotion sessions and Behavior Change Communication campaigns focusing on safe water handling, handwashing with soap, menstrual hygiene management, and safe waste disposal. • Assist the project team and community committees in identifying and validating the most vulnerable households (such as female-headed households, persons with disabilities, and ultra-poor families) for targeted interventions like household latrines. • Train community members, school teachers, and local caretakers on the operation, routine maintenance, and financial management of rehabilitated water facilities and solar-powered pumping systems. • Publicize project parameters, selection criteria, and grievance mechanisms to ensure absolute transparency, and actively gather and channel community feedback or complaints to the project management.



	<ul style="list-style-type: none"> • Organize and execute special cleanliness campaigns, Global Handwashing Day events, and school-based hygiene clubs to instill lasting behavioral changes among children and the wider community. • Assist in conducting baseline, endline, and Knowledge, Attitudes, and Practices KAP surveys, and maintain detailed, records of session participants for weekly and monthly progress reports. • Assist the community in conducting Community Action Plans (CAP) with the support of mobilization LEAD. • Another task assigned by the manager.
<p>Required Qualification, Experience and Skills:</p>	<ul style="list-style-type: none"> • Bachelor’s degree in Social Sciences, Sociology, Social Work, International Development, Public Health, or a closely related discipline. • 2 to 4 years of proven experience in community mobilization, social organizing, or hygiene promotion within humanitarian or development projects, preferably with a focus on CAP and WASH sector interventions. preferably within an INGO or UN-funded infrastructure or relevant project environment in Baluchistan. • Full fluency in written and spoken Pashto and Urdu is mandatory to effectively communicate with community members, elders, and local stakeholders in Pishin; basic proficiency in English for reporting purposes. • Deep understanding of participatory approaches (such as CHAST, PHAST, or CLTS methodology) and a strong ability to facilitate focus group discussions and public meetings in a respectful manner. • Thorough knowledge of the cultural, traditional, and religious sensitivities of Baluchistan, with a proven ability to navigate gender-sensitive dynamics and ensure safe access for women and vulnerable groups. • Excellent communication, conflict resolution, active listening, and motivational skills, with the ability to build immediate trust within conservative or underserved rural communities.
<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. • 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. <p>We reserve the right to close the recruitment process early and make appointments before the closing date.</p>