



Job Description

Job Title:	Social Mobilisers (3f-2m)
Project:	CBT and Resilience Building Buner & Shangla
Department:	Institutional Partnerships Development
Reports to:	District Coordinator/Lead Engineer
Location:	Shangla
Contract Type:	Contractual (9 Months) - Extendable subject to Performance and Funding
Purpose	<p>The Social Mobilizer will serve as the frontline community engagement agent for the CBT and Resilience Building – a match funding project of WFP and Muslim Hands in Shangla. The mobilizer is responsible for mobilizing flood-affected communities, forming and strengthening village-level committees, ensuring meaningful inclusion of women and vulnerable households, and facilitating participatory planning processes. Key duties include supporting conditional cash-for-work implementation, delivering climate-smart agriculture and livelihood skills training, operationalizing community feedback mechanisms, and coordinating with district authorities to ensure complementarity with existing interventions. Based in Muslim Hands' existing field office in Shangla, the Social Mobilizer ensures community ownership and sustainable management of rehabilitated assets beyond the project timeline.</p>
Main Responsibilities	<p>The Social Mobilizer will serve as the primary frontline agent for community engagement, mobilization, and facilitation. They are crucial for building trust, ensuring community ownership, and directly implementing participatory processes for locally-led recovery and resilience actions.</p> <p>1. Community Mobilization and Forum Establishment</p> <ul style="list-style-type: none"> • Conduct door-to-door outreach and community dialogues to introduce the project, build trust, and ensure inclusive participation of women, persons with disabilities, and marginalized groups. • Facilitate the formation and training of Water User Groups (WUGs) and Village Committees as per the project approach. • Support these groups in developing Operation & Maintenance (O&M) plans for rehabilitated assets. • Assist in formal registration of community groups with relevant government departments (e.g., Social Welfare). <p>2. Facilitation of Participatory Assessments and Planning</p> <ul style="list-style-type: none"> • Lead participatory land damage assessments with communities and district authorities to identify priority land for rehabilitation.



- Facilitate community-based participatory planning (CBPP) processes for prioritizing agricultural land, irrigation channels, and soil/water conservation interventions.
- Organize validation workshops with community representatives and local authorities.
- Ensure women are separately consulted to understand gender-differentiated impacts and needs.

3. Support for Conditional Cash-for-Work (CFW) Implementation

- Mobilize flood-affected households for CFW activities, ensuring explicit quota for women ($\geq 40\%$).
- Verify beneficiary lists and support registration of eligible households.
- Ensure CFW work sites are organized considering women's childcare responsibilities and safe access.
- Track participation and attendance of beneficiaries in asset creation activities.

4. Awareness Raising and Capacity Building

- Conduct regular community awareness sessions on climate-resilient agriculture, adaptive cropping, and maintenance of conservation structures.
- Organize and facilitate training for communities on maintenance of soil and water conservation structures (contour trenches, bioswales, check dams).
- Facilitate delivery of climate-smart agriculture training and market-linked vocational skills for women and youth.
- Support distribution of toolkits (seeds, tools) to trained beneficiaries.

5. Support for Infrastructure and Nature-Based Activities

- Mobilize communities for rehabilitation of irrigation channels (target: 60 channels).
- Support construction of micro-water harvesting pits (target: 150 pits) and soil/water conservation structures (target: 300+).
- Assist in community-led afforestation and grass planting for slope protection (target: 110 hectares).
- Mobilize participation for bioengineering activities such as planting vetiver grass for slope stabilization.

6. Data Collection, Reporting, and Accountability



	<ul style="list-style-type: none"> • Conduct household-level beneficiary profiling and registration following project inclusion criteria. • Maintain field records including meeting minutes, attendance sheets, and pre-/post-training assessments. • Collect and submit monitoring data; assist MEAL Officer with baseline, midline, and endline surveys. • Operationalize the Community Feedback and Grievance Mechanism (CFM) at village level with safe reporting channels for women. • Prepare and submit timely weekly and monthly field activity reports to the Project Manager. <p>7. Stakeholder Linkages and Safeguarding</p> <ul style="list-style-type: none"> • Act as key liaison between community groups, project staff, and government line departments (DDMU, On-Farm Water Management, Social Welfare). • Coordinate with district authorities to avoid overlap with existing GCF Component 2 interventions. • Proactively promote safeguarding, PSEA, gender equality, and disability inclusion principles in all field activities. • Immediately report any protection or safeguarding concerns through official channels, maintaining strict confidentiality.
<p>Required Qualification, Experience and Skills:</p>	<p>Qualifications & Experience</p> <ul style="list-style-type: none"> • Education: Minimum Bachelor’s degree in Social Sciences, Agriculture, Livestock, DRR, Development Studies, or related field. • Experience: At least 2–3 years of relevant experience in community mobilization and training delivery, preferably in climate resilience, livelihoods, or DRR/DRM projects. • Skills & Competencies: <ul style="list-style-type: none"> ○ Strong facilitation and community engagement skills. ○ Good knowledge of participatory approaches and adult learning techniques. ○ Proficiency in Pashto (mandatory) and other local languages (an asset). ○ Experience working in Upper Dir or similar cultural contexts. <p>Good report-writing and basic computer skills.</p>



	<p>Key Attributes</p> <ul style="list-style-type: none"> • Respectful of local customs and culture, with a commitment to inclusion and diversity. • Strong interpersonal skills and ability to work effectively with women and marginalized groups. • Willingness to travel frequently to remote and hard-to-reach areas.
<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. • As part of the application process, all candidates must complete and submit a Self-Declaration of Criminal Convictions Form (attached with this Job Description). • 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 a 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>