

JOB VACANT

Regional Trainer in Human Rights (English Speaking countries) Deaf Human Rights and Capacity Building Training Project in Western and Central Africa

The World Federation of the Deaf (WFD) is seeking a qualified Regional Trainer to provide Capacity Building Training in the Western and Central African Region (WCAR).

The Regional Trainer will be responsible for providing the 2nd training module on the UN Convention on the Rights of People with Disabilities (CRPD) and advocacy work for the national Deaf association representatives and for leading open seminars addressed to a wider Deaf community in 4-5 countries in Western and Central Africa. The Regional Trainer will work closely with the Regional Co-ordinator and the Project Co-ordinator.

This position is for a period of approximately 5 months starting from 1st of September 2010 (subject to change) with a three-year project that has commenced in August 2009. The Regional Trainer will be required to travel around the Western and Central African region.

The successful Regional Trainer needs to have the following essential requirements:

1. Extensive experience in the organisational development training in the areas of lobbying and advocacy
2. Proven knowledge of the Human Rights instruments, CRPD, and UN to conduct a training
3. Experience in planning training modules, developing training materials, and writing reports
4. Proven organisational skills, planning skills and accuracy in the training programme
5. Excellent communication, intercultural and conflict resolution skills
6. Good judgment and ability to work in a multicultural team, as well as ability and willingness to cope under difficult and stressful situations
7. Willingness and interest to travel up to 6 developing countries and to maintain good working relationships with the national Deaf associations
8. Flexibility and ability to work and make decisions independently in a challenging environment
9. Understanding the work of the World Federation of the Deaf and the National Deaf Associations in developing countries
10. A degree and first-hand experience from Africa is an advantage

The Regional Trainer is fluent in the following languages:

- American Sign Language
- English
- International Sign (an asset)
- Ability to understand other local and national sign languages is an asset

If you are interested in this position, please express your interest by email **by 4th of June 2010**. Please send a cover letter outlining the essential requirements together with a copy of your recent Curriculum Vitae and a salary request to Ms Heidi-Maria Helenius, Project Manager at heidi-maria.helenius@kl-deaf.fi.

The successful applicant will be expected to commence working around the 1st of September 2010.

For all enquiries, please contact Ms Heidi-Maria Helenius, Project Manager/WFD.

Distributed: 05/05/10

Job Description

Regional Trainer (English Speaking)

The Regional Trainer will be responsible for conducting a training module in lobbying and advocacy based on the UN CRPD addressed to the staff and board members of 4-5 national Deaf associations in Western and Central Africa.

Main Tasks:

1. Conducting the 2nd training module on the lobbying and advocacy based on the UN CRPD in 4-5 countries in the WCAR region for:
 - a. Board members of National Deaf Association,
 - b. Key players within the Deaf Association
2. Follow up on the training on capacity building and awareness raising on Deaf issues (Deaf Studies), which has been taught during the 1st module of the project
3. Participating in a trainers' training and preparing the materials used during the trainings
4. Other duties as required by Project Co-ordinator

Reporting:

1. To present country report(s) at the end of each country visits in collaboration with the Regional Co-ordinator
2. To prepare the Quarterly and Annual Reports in collaboration with the Regional Co-ordinator
3. Other reports and written submissions as required by Project Co-ordinator

About the Project:

The overall objective is that Deaf people's human and linguistic rights are better regarded in Western and Central African countries. The project aims at empowering Deaf people to defend their rights and enhancing their equal opportunities to participate in the society by improving access to information, services and bilingual education.

1. The first goal is to strengthen National Associations of the Deaf in Western and Central African Region in order to create pre-requisites for stronger advocacy work in regards to human and linguistic rights of Deaf people. The project is realised through trainings on capacity building and human rights. During the three-year project, Regional Trainers together with Regional Co-ordinators arrange two (2) training sessions in each of the thirteen (13) national associations in those countries that are regarded as lower risk countries. Representatives of the remaining six (6) associations can participate in the training session arranged in the neighbouring country. At the end of the project board and staff members of 13 and two (2) staff members of six (6) National Associations of the Deaf have participated in two (2) training sessions. They have tools to develop their national organisations as well as increased knowledge on human rights and practical advocacy work to improve living conditions of the local Deaf community.
2. The second goal is to increase awareness of the larger Deaf community on Deaf issues (Deaf Studies) and human rights including gender aspects. Two (2) open seminars addressed to wider community are to be held at the end of the staff and board member trainings in those 13 countries where the trainings take place. Also DeafBlind and hard of hearing persons and other interested parties can attend the seminars. In these open seminars, people will have an opportunity to learn about human and linguistic rights and the latest developments in human rights, Deaf Studies, gender issues and to discuss the most central issues for Deaf people in each country. At the end of the project, these two (2) seminars in 13 countries have increased the knowledge of all the interested parties on Deaf related issues and human and linguistic rights and empowered local Deaf people to take action.
3. The third goal is to promote regional networking and establishment of the Western and Central African Regional Secretariat (WCARS). The objective is to support the creation of a platform for dialogue in order to establish a permanent Regional Secretariat aimed at the improvement of Deaf people's welfare in Western and Central African region. The project will arrange a regional seminar for the participants in one of the WCAR countries, or preferably in conjunction with the WFD World Congress in South Africa. One representative of each association can attend the final seminar in order to have discussions on the way forward. This regional seminar creates opportunities for wide networking of participants. Also follow-up of the project will be done during the seminar. At the end of the project, regional seminar has been arranged to increase networking and regional planning opportunities for the 19 country representatives.