



WORLD FEDERATION
OF THE DEAF

CALL FOR APPLICATIONS DISASTERS RISK REDUCTION OFFICER

The World Federation of the Deaf (WFD) is an international non-governmental organisation representing and promoting approximately 70 million deaf people's human rights worldwide. The WFD is a federation of deaf organisations from 131 nations; its mission is to promote the human rights of deaf people and their full, quality and equal access to all spheres of life, including self-determination, sign language, education, employment and community life. WFD has a consultative status in the United Nations and is a founding member of the International Disability Alliance (IDA). The WFD Secretariat is located in Helsinki, Finland.

The WFD vision is that deaf people have been recognised and exercise their full human rights in an equal world where they and their sign languages are legally recognised and included as part of human diversity.

Our mission is to promote and advance the human rights of deaf people through cooperation with the United Nations and its agencies, national organisations of deaf people, governments, and other partners.

Position Description

The WFD Secretariat is opening the Disasters Risk Reduction Officer position. We seek a professional with experience in building and equipping a resilient network of community-based partners ready to empower and enhance deaf communities who face humanitarian or natural emergencies and risks. This includes food security, emergency shelter and care, and access to health and mental health services needed when emergencies strike. Ultimately, we expect to reduce the impact of displacement and poverty for deaf people at extreme risk by providing them with critical safety information in sign languages. We seek to promote access to support networks in a cultural and linguistically appropriate environment that helps them to achieve a more rapid transition to



WORLD FEDERATION
OF THE DEAF

safe and stable contexts. If you share our passion for supporting deaf communities to thrive and be included in any situation with full access to sign languages, making a difference, join us in this excellent career opportunity.

The Disasters Risk Reduction Officer (DRRO) reports to the WFD Executive Director (ED) and is responsible for building and overseeing a community partners network and identifying new funding opportunities in the DRR field to support deaf communities in countries in emergency and risk situations. The DRR officer will also develop research among deaf people living in countries in conflict to design and disseminate a toolkit of resources for DRR and Humanitarian organisations and human rights partners, to better include and support deaf people in these situations. The DRR Officer will also coordinate, together with the Development Officer (DO), fundraising campaigns to attend to and alleviate the needs of deaf communities in emergency and disaster situations, including community-based training and empowerment. The DRR Officer will develop partner relationships in the field and manage budgets to meet the WFD action plan outcomes in the DRR field. The ideal candidate will have a proven track record in social services, public health, partner collaboration, community outreach and experience in grant administration, disaster risk reduction and building volunteer teams.

Position duties and responsibilities

- Articulation with WFD members in countries in humanitarian and natural disasters risks situations.
- Design, develop and oversee community needs assessment among WFD members to identify their needs concerning disaster-caused impacts.
- Coordinate work, action plan and initiatives with the WFD Expert Group in DRR.
- Work with the WFD Global Secretariat and the WFD Regional Secretariats to integrate partnerships into planning and response activities to support deaf communities in targeted countries.
- Identify global and local partner organisations and key stakeholders providing services related to disaster reduction (humanitarian and natural) and build a solid database and network offering support to deaf communities in the countries in conflict.
- Identify grant opportunities in the field to support WFD members and work with the BDGW Officer in preparing proposals and applying for funds.



WORLD FEDERATION
OF THE DEAF

- DRR grant management through oversight of grant requirements and data reporting.
- Leverage external relationships (from national organisations, UN agencies and governments to support deaf community resilience.
- Build and manage diverse and inclusive teams of volunteers to support the WFD work in DRR with our members.
- Collaborate with internal teams to meet the WFD DRR objectives and milestones and determine opportunities for the existing workforce base.
- Prepare accurate records and reports.
- Build a data collection -evidence-based reports that capture local best practices and lessons learned.
- Perform other duties as assigned by the WFD ED.

Competencies

Professionalism: Shows pride in work and achievements; demonstrates professional competence and relevant subject matter knowledge; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; shows persistence when faced with complex problems or challenges; remains calm in stressful situations. Knowledge of UN systems, international grants management processes and procedures is an additional asset. Also, knowledge about the WFD vision, mission and objectives is an asset.

Teamwork: Works collaboratively with colleagues to achieve organisational goals; is willing to learn from others; time flexibility for team agenda; supports and acts following final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

Planning & Organizing: Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.



WORLD FEDERATION
OF THE DEAF

Communication: Correctly interprets messages from others and responds appropriately; asks questions to clarify; and exhibits interest in having two-way communication. Demonstrates openness in sharing information and keeping people informed. Excellent written English. Working knowledge of other written and signed languages is an asset.

Information Technology: Proficiency in Microsoft Office, google workspace, fundraising and sponsorship programs and team management applications.

Education

Bachelor's degree required, preferably in Social Work, International Development, Human Rights, or Public Health. A Master's degree in a related field is preferable.

Experience

Minimum 5 years of related experience, preferably in the field of International Development and Human Rights. Strong knowledge of the human rights of deaf people and immersion in deaf culture.

Management Experience

3 years of project management experience. Experience in community mobilisation and disasters risks reduction. Experience building and supporting volunteer teams are preferable. Demonstrated familiarity with DRR strategies and community-based initiatives.

Skills and Abilities

Strategic thinking, ability to work independently. Demonstrate analytical and decision-making skills to develop creative processes for continuous program development. Ability to manage multiple priorities with strong skills in planning and problem-solving. Ability to relate well and effectively with diverse cultural and intersectional deaf communities. Proficiency with MS Office software, including Word, Excel, PowerPoint, Google Docs, Google work platform and online resources. Flexibility to work with people in diverse time zones and to



WORLD FEDERATION
OF THE DEAF

respond to strict deadlines. Experience in grant management. Ability to adapt to diverse interlocutors, such as deaf communities, government authorities, UN Agencies and private companies. Knowledge of disaster assistance programs worldwide. Fluent in International Sign and English writing. Additional Signed and written languages are an asset. Work Experience

Languages

International Signs proficiency and fluency in written English are required. Working knowledge of other written and signed languages is preferred.

Duration

The position is full-time, via remote, for 12 months, and renewable upon funds availability. The modality is an Independent Results-Based Contract.

The position starts October 15th, 2022. The position ends October 15th, 2023.



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To Apply

Please fill this [form](#) and the video (if you choose to send a video as a cover letter) to employment@wfdeaf.org.

Deadline for applications: **30 September 2022, 5 pm Finnish time**. Applications received after the closing date will not be accepted.

Evaluation of qualified candidates for this position will include a substantive assessment, and a competency-based interview will follow. The WFD will notify you by email by the beginning of October whether your application has been successful.

If you cannot send the application form online, you can email or send mail your application:

- Email: employment@wfdeaf.org
- Mail: World Federation of the Deaf
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