



Job Description- Community Facilitator – Biraul, Darbhanga

About SEEDS

SEEDS is a not-for-profit organization that helps make communities resilient through comprehensive interventions in the areas of disaster readiness, response, and rehabilitation. Since 1994, the organization has worked extensively on every major disaster in the Indian subcontinent, integrating locally-based approaches to build the long-term resilience of the communities it serves. As SEEDS looks at completing 26 years of outstanding service to humanity, it is re-anchoring its approach to building resilience through innovation.

Position

Community facilitators are frontline workers who serve as a bridge between the project group, project partner and Heifer country office. The community facilitators are project partner staff playing an instrumental role in transforming rural communities. Community facilitators also translate the Values-Based Holistic Community Development model into action. It is important that all stakeholders have a clear understanding about the CF's roles and responsibilities. Although they are staff members of project partners, Heifer has to ensure that the right people are on the ground. Heifer also has to take appropriate steps to enhance their capacity and skills so that CFs can deliver service effectively and efficiently. This guideline aims to provide a common understanding regarding the CFs' roles, selection criteria, process and assessment.

Responsibilities

- Facilitate trainings, exchange visits and follow-ups to SHGs
- Facilitate SHG meetings under the leadership of the SHG chair
- Home visits and coaching
- Facilitate SHG PSRP, and document and follow-up
- Coordinate with PPs, HPI and other stakeholders
- Report and document at the SHG level, including group records
- Facilitate new initiatives in the SHG
- Ensure the four basic qualities of a good SHG: group size, commitment to help themselves, group savings, inclusiveness of neighbors
- Ensure project implementation at the SHG level
- Reinforce the Cornerstones
- SHG formation and strengthening
- Assist in SHG savings and fund mobilization
- Facilitate Passing on the Gift

Candidate Must have

- High potential for or proven community facilitation skills and relevant background
- Communication and negotiation skills
- Able to read and write (completed at least 7 years of school)
- Trusted in the community
- Can adapt to local conditions (culture, language, geography)

- Willing to work and committed to communities and poor families
- Humble (can achieve equal status in the minds of project participants)
- Positive, 'can do' attitude
- Preference given to women and local community people (avoid CFs who are strangers or from different geography).
- Physically fit and energetic
- Creative
- Available full-time (e.g. not a public official)

We value

- Ability to make considered and effective decisions and take clear action to address issues
- Attention to detail to spot challenges and opportunities
- Ability to collaborate with teams in a multi-cultural, multi-disciplinary environment
- Strong analytical and persuasion/negotiation skills, with the ability to influence, negotiate, motivate, advocate, and resolve conflict
- Ability to succeed in often interrupt-driven, ambiguous, and highly flexible environments
- Ability to work and deliver independently as well as be part of a team

Location

Darbhanga, India

Travel

Travel in field area

Term

1 Years (Renewal)

How to Apply

Candidates with a passion to work in the humanitarian sector and with the above qualifications and experience may apply to joinus@seedsindia.org with the subject "Community facilitator" in SEEDS latest by 30th April 2021. We are an equal opportunity employer and value diversity at our organisation. Please mention your current and expected salary, and joining time required.

For information about the organisation, visit us at www.seedsindia.org.