

Community facilitator

For RISE UP Project



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Organisation Background:

Human Development and Community Services (HDACS) is a faith-based NGO working in three main sectors of health, education, and community development since 1991. Currently, it manages various projects across Nepal especially in rural areas and provides services through hospitals, health camps, public health programs, disaster preparedness and response, school development programs, teacher training, educational daycare centres for children with special needs and community radio stations. The organisation is aiming to launch a One Health Project in Rukum West. HDACS is committed to attract and retain the best employees from all ethnicities, gender and backgrounds in its vision to transform the communities.

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Resilient Independence, Strengthening & Empowerment - Uplift Persons with Disabilities (RISE-UP Project) Rukum

The Rise Up project focuses on empowering individuals with disabilities in Chaurjahari Municipality by advocating for their rights, promoting inclusion, and fostering environments that enable them to lead fulfilling lives. The project works to ensure that persons with disabilities are valued equally within their families and communities by raising awareness, removing barriers, and encouraging positive attitudes. Additionally, it supports their active participation in family

livelihoods by enhancing vocational skills, providing financial and medical assistance, and linking them to social security systems, ultimately enabling their meaningful contribution to society.

Responsibilities

The Community Facilitator plays a key role in ensuring the active involvement of people with disabilities, their families, and the community in the RISE UP Project. They work to promote awareness, foster inclusion, and implement project activities that support the empowerment of marginalized groups i.e: people with disability. The detailed responsibilities include:

- Serve as a liaison between the project team and the local community, ensuring that people with disabilities and their families are aware of and actively involved in project activities.
- Build trust and maintain open communication channels with community members to ensure their participation and engagement in project initiatives.
- Encourage local community members to recognize the rights and needs of people with disabilities, fostering a sense of collective responsibility.
- Organize and mobilize local communities, families, and stakeholders to support the inclusion of people with disabilities in all aspects of social, economic, and cultural life.
- Facilitate the active participation of the community in project-related events, activities, and decision-making processes.
- Work to eliminate barriers to participation, such as social stigma or lack of awareness, by encouraging open discussions and activities focused on disability inclusion.
- Provide direct support and guidance to people with disabilities and their families, helping them navigate available services, rehabilitation options, and livelihood opportunities.
- Offer advice on how to access essential livelihood services and connect individuals with resources such as rehabilitation centers, healthcare services, and employment programs
- Ensure that people with disabilities are empowered to advocate for their needs and access the support they require.
- Design and facilitate training sessions for community members, including faith leaders, students, local organizations, and other stakeholders, on topics related to disability inclusion, rights, and empowerment.
- Raise awareness about the social and legal rights of people with disabilities, addressing misconceptions and promoting attitudes of acceptance and inclusion.
- Ensure that community members understand the importance of creating inclusive environments that accommodate the needs of people with disabilities.
- Work closely with the Physiotherapist and Project Officer to implement community-based rehabilitation (CBR) and other activities outlined in the project.

- Collaborate with other team members to ensure the seamless integration of rehabilitation services with community mobilization efforts, enhancing the overall effectiveness of the project.
- Participate in regular team meetings to discuss progress, challenges, and strategies for improving project implementation.
- Monitor the participation and progress of people with disabilities in project activities, ensuring they are actively involved in all relevant events and interventions.
- Maintain accurate records of the community's engagement in project activities, identifying areas for improvement and providing regular updates to the Project Officer.
- Provide timely feedback to the project team regarding the impact of project activities on people with disabilities and suggest improvements based on community feedback.
- Advocate for the creation and implementation of disability-friendly structures and policies in the local community, working with local authorities, businesses, and community leaders.
- Encourage the adoption of inclusive practices that cater to the needs of people with disabilities, such as accessible infrastructure and equal employment opportunities.
- Raise awareness of legal and policy frameworks that protect the rights of people with disabilities, advocating for their enforcement and implementation at the local level.

Essential skills:

- **Communication:** Strong verbal communication skills to engage with diverse community members.
- **Organizing:** Ability to plan and organize community events, training, and outreach activities.
- **Collaboration:** Work effectively as part of a multidisciplinary team.
- **Cultural Sensitivity:** Ability to engage with and respect local cultures, especially in remote areas.
- **Problem-Solving:** Ability to address challenges faced by individuals and the community in accessing project service.

Qualifications:

- **Academic:** The minimum qualification required is PCL Nursing or ANM or a Plus Two pass.
- **Professional:** Minimum 1 year of work experience in relevant field

- Qualities: Strong verbal communication and interpersonal skills, with a passion for inclusive community and experience in organizing and mobilizing communities for social change.
- Purpose: The Community Facilitator in the RISE UP Project engages and empowers communities by coordinating with right holders, civil societies, and duty bearers. Social Mobilizers support on community mobilization, foster participation, and promote inclusive practices to achieve project goals and drive social change for marginalized groups specially people with disability.