



International Youth-Led Development

Intro to SPW:

SPW, a leading Youth-Led International Development Agency, has over 20 years experience of implementing internationally-recognised programmes across sub-Saharan Africa and South Asia. SPW's unique methodology places young people in a position to address the urgent issues that affect their lives, specifically Sexual and Reproductive Health and Rights (SRHR), Livelihood Opportunities & Gender Equality. Increasingly, SPW's work has extended beyond programming to include work in the areas of Advocacy and Capacity Building.

Placement:

Capacity Building Technical Assistant

Duration:

April – October 2010 (with the possibility of extension to December 2010. Specific dates TBA)

Location:

Tanzania

Placement Context:

In partnership with the Ministry of Education and Vocational Training, SPW Tanzania has worked with communities in the Iringa and Mbeya regions for the past nine years and with youth in the urban centres of Dar es Salaam. SPW has also expanded to Ruvuma region in 2008/2009.

SPW Tanzania's programmes have experienced mass expansion due to securing major strategic funding. Due to the growth and expansion of the organisation, there is a need to strengthen SPW Tanzania's internal systems which involves the capacity building and development of all SPW Tanzania's staff. Key focus areas include: performance management systems and the training and development of SPW Tanzania staff and interns. In addition, the development of a capacity building strategy, to enable SPW Tanzania to train and build the capacity of CBOs in areas of organisational development, finance, fundraising, leadership and management.

SPW Tanzania is therefore looking for a qualified and motivated training and capacity building expert to take the lead in the area of staff, as well as partners, training and capacity building.

Person Specification:

- Qualified and experienced in staff training and capacity building, as well as in organisational development
- Ability to identify, develop and conduct a tailored staff capacity building and training programme
- Ability to develop a plan and conduct a stakeholder organisational training and capacity building programme
- An interest and commitment to International Development and the leading role of young people in development
- Fluent written and spoken English
- High level of motivation and ability to work independently as well as part of a team
- Ability to adapt easily and quickly to a new environment
- Belief in the values of SPW and ability to uphold them personally

Key Deliverables:

- Working with SPW Tanzania's Management Committee (MC), identify key staff training and capacity building areas, including setting up a core competencies framework and conducting a staff skills gap analysis
- Review and re-launch SPW Tanzania's performance management framework, including running staff workshops in objective setting and rolling out performance management within SPW Tanzania
- Develop a staff training and capacity building framework for internal, as well as external, staff training
- Support SPW Tanzania's MC in setting minimum standards for partner capacity building programme
- Lead in the development and implementation of a plan for training and capacity building of partner CBOs
- Working with the Monitoring and Evaluation Unit, develop a plan for assessing the impact of SPW Tanzania's capacity building programme

Accommodation, flights, allowances:

Flights, Allowances and Accommodation offered by SPW Tanzania

How to apply:

Please return completed SPW Technical Assistant Application Form to beth.goodey@spw.org

Closing date for applications:

Sunday 18th April, 12am (GMT)

View / Download PDFs:

Application Form - [www.spw.org/pdf/Application Form.pdf](http://www.spw.org/pdf/Application%20Form.pdf)