Climate Resilience Execution Agency for Dominica (CREAD)

TERMS OF REFERENCE

Chief Consciousness Officer

DESCRIPTION

Following the devastation caused by Hurricane Maria in September 2017, the Government of the Commonwealth of Dominica (GoCD) established a specialized, autonomous entity, the Climate Resilience Execution Agency for Dominica (CREAD), to lead the thrust to make Dominica the first climate resilient nation in the world.

CREAD is funded by international development partners, and has a clear focus on identifying, prioritizing, developing and implementing transformational projects that build strong communities, a sustainable economy, durable infrastructure and critical supporting systems to make Dominica more resilient. It operates at the highest levels of professionalism, integrity and efficiency, and works closely with key strategic and operational partners from the public, private and social sectors to deliver results.

OBJECTIVES

The Chief Consciousness Officer will develop innovative approaches to uplifting Dominicans who have been deeply affected by a series of climatic disasters, and creating positive mindsets that support Dominica’s bold resilience aspiration in communities, the public service, the business community and the social sector. The ultimate goal is that Dominican seem themselves as a critical stakeholder in protecting this Nature Island’s, in rebuilding its social, economic and infrastructure, and following a sustainable development pathway that inspires the world.

RESPONSIBILITIES:

- Works closely with stakeholders to understand the challenges that Dominicans have faced over the past several decades, and identifies issues that must be addressed if the nation is to internalize the resilience agenda;
- Identifies critical actors at the community levels, and in the social sector, public service and business community that can serve as agents of change in developing and delivering effective approaches and messages to
strengthen individual resilience and change collective mindsets about each citizen’s obligations as well as potential aspirations and opportunities;

- Documents global best practice to address large scale trauma following major natural and man-made disasters and, working closely with critical stakeholders, identifies elements of relevance to Dominica;
- Develops a comprehensive multi-dimensional, multi-year, multi-channel programme to enhance Dominica’s Collective Consciousness to be delivered in conjunction with leaders from all sphere of Dominican society;
- Identifies and leverages specific opportunities to strengthen the education curricula from kindergarten to the State College as a means of affecting change in youth’s thinking, thus changing mindsets from the bottom up;
- Works closely with the Organizational Enhancement Specialist to refine approaches to improving the effectiveness of the public services and create a “CREAD-like” DNA that lasts well beyond CREAD time-bound mandate;
- Works with the Community Engagement Manager and Communications Specialist to plan and lead community and town hall meetings, radio broadcasts, local exhibitions, open days and other community outreach activities on Collective Consciousness;
- Meets regularly with public service, business community, social sector and community leaders to assess impact of Collective Consciousness activities;
- Performs other duties that may be assigned by the Chief Executive Officer or the Chief Operations Officer.

QUALIFICATIONS:
- A Master’s degree in sociology, psychology, anthropology or a related field;
- A minimum of fifteen years of relevant work experience in any of the following: community work, labor relations, community relations, community health education and outreach, large-scale post-traumatic stress management, or other related experience (please describe in your cover letter);
- Experience with leadership development as a participant or trainer;
- Expert skill in communicating persuasively with diverse audiences, ranging from policy-makers and corporate managers to grass roots community workers;
- Demonstrated ability to establish and maintain effective working relationships with a wide range of stake-holders;
- Sound judgment and the ability to work with minimal direction;
- Self-motivated, with the ability to work under pressure;
- Very strong communication skills;
- Fluency in English;
- Creative and pragmatic approach to problem solving;
- Well-organized and strong attention to detail.

CREAD VALUES:

Objectivity
Being consistently data-drive in its analysis, and impartial in its recommendations on the path forward for Dominica.

Commitment to Impact
Striving to make a difference in the lives of as many Dominicans as possible, and to leave a lasting legacy after CREAD’s 4-year life

**Transparency and Collaboration**
Operating with integrity and openness, such that Dominicans have insight into CREAD’s strategy, activities and performance. Working closely with critical segments of Dominican society to ensure that CREAD’s efforts are representative, relevant and impactful.

**Leadership**
Inspiring Dominicans, as well as people beyond our borders, to set stretch goals, ask hard questions, and take bold decisions that help achieve sustainable development and climate resilience.

**Good Citizenship**
Encouraging all staff to make a difference outside its business operations, by supporting activities that build stronger communities and protect the environment

**LOCATION, START DATE AND DURATION OF ASSIGNMENT**
The role will be based in Roseau, Dominica with an expected start date is 1 April 2019. The initial assignment will be for a period of two (2) years, with the possibility of renewal.

**EXPRESSION OF INTEREST**
Interested applicants should submit a cover letter motivating their application, a CV of no more than 4 pages, the names of two references (who would only be contacted if the application were to progress to final stage), by January 17, 2019 via email only to: hr@creadominica.org