Climate Resilience Execution Agency for Dominica (CREAD)

TERMS OF REFERENCE

Social Development Specialist

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 Social Development Specialist will support Dominica’s public service, business community and social sector on developing flagship projects to strengthen the delivery of health, education and other welfare imperatives such that individuals and communities—particularly the more marginalized, including women, single mother headed households and the Kalinago community—become more resilient to climate and other external impacts that affect their well-being and access to opportunities.

RESPONSIBILITIES:

- Reviews and develops an inventory of current strategic plans of line ministries, and priority programmes of social sector entities including but not limited to the health, education and broader welfare areas;
- Works with key public service and social sector entities on identifying key issues affecting the general welfare and ability of Dominicans to become resilient, with a focus on access to social services including health, education and social safety nets;
• Identifies bottlenecks in the ability of the public service to design and implement effective and/or far-reaching social development programmes in Dominica; shares findings with Organizational Enhancement Specialist with a view to determining whether there are opportunities to improve performance by addressing issues with policy/planning/process/systems/structures/capacity which fall under the latter’s remit;
• Develops a handful of flagship projects which CREAD will either lead or work closely with public service and/or social sector entities to develop and/or deliver;
• Provides technical advice and support with “blue sky thinking” to public service and social sector entities, including youth and community groups, on the development, refinement and/or delivery of a portfolio of projects that fit under their strategic plans;
• Assists in policy dialogue on social risk management with stakeholders;
• Works closely with Chief Consciousness Officer and Community Engagement Specialist to identify opportunities for broader impact across Dominican society in terms of understanding, internalizing and contributing to the climate resilience agenda;
• Performs other duties that may be assigned by the Chief Executive Officer or the Chief Operations Officer.

QUALIFICATIONS:
• A Master’s degree in sociology, social sciences or public policy;
• A minimum of fifteen years of relevant work experience in developing and/or delivering programmes to enhance social services; work experience in the Caribbean is an advantage;
• Expert skill in communicating persuasively with diverse audiences, ranging from policy-makers to extension workers to grass roots community members;
• 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