



## JOB OFFER

### Rehabilitation Technical Advisor

If you have a taste for challenges, a real commitment to development and a deep sensitivity towards vulnerable people in general and persons with disabilities in particular, then this recruitment notice is for you!

Fédération Handicap International, which implements its programs under its operational, branding name of "Humanity & Inclusion" (HI), is seeking a Rehabilitation Technical Advisor to Rwanda Biomedical Center (RBC) for an anticipated five-year USAID-funded Inclusive Nutrition and Early Childhood Development (INECD) activity in Rwanda.

The proposed project aims to improve maternal, infant, child and adolescent nutrition, development, functional and health outcomes. It will address child development gaps, specifically unmet physical rehabilitation and assistive technology (rehab/AT), and social inclusion needs for infants, children and adolescent and adults with disabilities. The activity will focus on community-level service delivery, community-health facility linkages and district level capacity development, as well as address issues of inclusion and participation, including access to programs and services for children and adolescent with disabilities, in line with Government of Rwanda (GoR) priorities.

The Rehabilitation Technical Advisor reports to project Manager and will provide technical leadership in the development of physical and functional rehabilitation, including assistive technology, and health system approaches.

*This position is contingent upon signature of sub-recipient agreement between HI and CRS.*

### DESCRIPTION OF ASSIGNMENTS

The Rehabilitation Technical Advisor to RBC will be entitled to performing the following activities:

- To technically support the Rwanda Biomedical Center / Non Communicable Disease (NCD) Control Division with a particular focus on the functional rehabilitation sector strategic plan Work at the district and national level to support policy, planning, budgeting, coordination, implementation and monitoring of rehab/AT services
- To improve national level coordination between social cluster ministries responsible for promoting rehabilitation and assistive technology
- To strengthen quality of rehabilitation and assistive technology services within the health system

- Support the integration of occupational therapy and other new relevant rehabilitation professions in rehabilitation and health services and their recognition at national level

### Required Qualifications

Subject matter expert in physical and functional rehabilitation, including assistive technology, services and be knowledgeable about health system approaches with a minimum of two years of relevant experience.

	Required qualification	Relevant qualification
<u>Degree (s) :</u>	Master's degree or higher in a physical rehabilitation and/or associated field (physiotherapy, Speech Therapy, Occupational Therapy and other Rehab studies, ...)	
<u>Experiences:</u>	<ul style="list-style-type: none"> <li>• At least, two years of relevant experience in managing diversity in rehabilitation systems and services.</li> <li>• Technical capacity, experience, and skills to develop quality sustainable physical rehabilitation services and community-based approach</li> <li>• Experience in working with public and private rehabilitation institutions and technical services</li> <li>• Diversified practices in the field of functional rehabilitation in Rwanda.</li> <li>• Experience in the coordination and knowledge of functional rehabilitation local actors.</li> <li>• Excellent written and oral communication skills in English and Kinyarwanda required, French desired</li> <li>• Strong technical skills around policy development and quality control for training curricula/tool development/revision and support for the physical rehabilitation national platform is required</li> </ul>	Good experience working with professionals associations, Community-Based Rehabilitation (CBR) services, community support services and advocacy

<u>Knowledge</u>	<ul style="list-style-type: none"> <li>• In-depth knowledge of the health and rehabilitation system in Rwanda (actors, policies, management, technical tools...)</li> <li>• Knowledge of policies related to disability and access to inclusive services in Rwanda (health, education, employment, etc.)</li> </ul>	
<u>Competences</u> :	<ul style="list-style-type: none"> <li>• Strong capacity in training, coaching and supportive supervision and knowledge transfer</li> <li>• Strong capacity in bringing a quick change and transformation;</li> <li>• Strong capacity in a spontaneous and expressive writing with adequate linguistic skills in English (structured level).</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge in disability inclusion issues</li> <li>• Community-Based Rehabilitation approaches and practices, disability inclusion</li> <li>• Capacity to deliver interactive training for adult professionals</li> <li>• Good skills in developing and delivering advocacy messages</li> </ul>
<u>Personal qualities</u>	<ul style="list-style-type: none"> <li>• Capacity to build relations with others and work under pressure (strong interpersonal skills)</li> <li>• Ability to work in a team and involve stakeholders and partners</li> <li>• Maturity</li> <li>• Capacity of analysis</li> <li>• Capacity of listening</li> <li>• Quality of adaptation</li> <li>• Resilience and Flexibility</li> <li>• Innovative</li> <li>• Interest in knowledge transfer in a participatory manner</li> <li>• Sense of priorities and organization</li> <li>• Motivation for the development of sectoral policies</li> <li>• Sense of diplomacy and maturity</li> </ul>	<ul style="list-style-type: none"> <li>• Carefulness.</li> <li>• Free and strong communication ability.</li> </ul>



Details about this post are included in job profile in attachment.

### **About our organisation:**

Humanity & Inclusion (HI) is a solidarity organization international committed to the rights of persons with disabilities, of people in a situation of vulnerability, and in general for human rights. Respect and the dignity of people concerned and beneficiaries of the actions and communities are at the heart of the staff and collaborators of HI, in all contexts of intervention.

Our code of conduct is a key element to the implementation of the institutional policies that set out the fundamental principles in the protection of our beneficiaries - especially the most vulnerable - against any form of abuse be of power, harassment, sexual exploitation and abuse, by our own staff. These policies include, but are not limited to:

- Protection of Beneficiaries against Exploitation and Abuse Sexual
- Child Protection
- Fight against Fraud and Corruption.

All our representatives are expected to conduct themselves in a manner consistent with our code of conduct. Any violations of those policy will be treated seriously.

### **Terms and conditions of submission**

The application file must include a letter of motivation addressed to the Country Manager of HI in Rwanda, accompanied by the coordinates of 3 professional references related to the position, certificates of services rendered, a detailed Curriculum Vitae and a copy of each diploma. Complete applications must be submitted no later than midnight on **26<sup>th</sup> September 2021 at 00:00**; to the following email address: [recrutement@rwanda.hi.org](mailto:recrutement@rwanda.hi.org) with in subject: **Rehab-Advisor-HI-202109**

Only pre-selected candidates will be contacted to take the tests.

**N.B: HI strongly encourages women candidates and persons with disabilities to apply.**

(In accordance with the law into force, persons with disabilities will be given priority in the event of equal professional competence or the same mark at the end of the written tests and interviews)

**Gallican Mugabonake**

Acting Country Manager

