

INTERNATIONAL YOUTH INTERNSHIP PROGRAM JOB DESCRIPTION
Women’s Resource Outreach Centre
Jamaica

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INTERNSHIP TITLE:		Education and Outreach Officer	
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OVERSEAS HOST ORGANIZATION DESCRIPTION:			
<p>The Women’s Resource and Outreach Centre Limited (WROC) was established as a nonprofit organization on International Women’s Day (IWD) March 8, 1983. The organization was founded by the Committee of Women for Progress, the body which was in the forefront of the struggle for paid Maternity Leave which was won in 1979. WROC therefore has a legacy of activism and advocacy for the interests of women, especially for women and their families from the urban inner-city and rural areas. The organization has strong links within and influence on the women’s sector, nationally.</p> <p>The main purpose and mission of WROC is to provide support for women, their families and communities within a human rights and gender responsive approach. WROC in its current strategic plan is concentrating its work in five (5) areas, namely:</p> <ol style="list-style-type: none"> 1. Organisational Strengthening and Sustainability 2. Resource Mobilization and Enterprise Development 3. Community Capacity Building and Transformation 4. Environmental Management, Sustainable Livelihoods and Climate Change Mitigation 5. Research, Advocacy and Communications 			
PROJECT DESCRIPTION:			
<p>The project strategy, across all objectives, will embrace the following principles:</p> <p>i. Mainstreaming gender and human rights as key principles in all elements of the strategy implementation- from assessments, to training, mobilization and research.</p> <p>This approach is designed to always determine the differential impact of issues (personal, inter-personal, economic, social, political, and environmental) on women and girls and men</p>			

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and boys. Examining the gaps that exist between men and women in terms of access and control of resources, including power as a resource.

ii. **The use of assessment tools to establish baselines** against which actions will be determined and progress will be measured. This will include for example, a) assessments of the health of the partner CBOs; b) the training needs of WROC personnel and of CBOs; and c) understanding of and attitudes to corruption by various stakeholders. The use of these measures and tools will enable post- tests to be done to measure the impact of activities and the changes or progress (or lack thereof).

iii. **A process of ongoing training and capacity building** among personnel from WROC and partners around the core principles and issues of gender equality and anti-corruption engagement; on methods and tools for project implementation, including management for development results, monitoring and evaluation, collection and use of sex-disaggregated data, gender responsive budgeting. These are all vital to meeting the outputs and outcomes of the project.

Participants will involve not only project personnel, but also the leadership of all the partner CBOs, coming together on a regular (quarterly) basis for learning and sharing on related issues, including lessons emerging from project engagement. This approach will not only foster the partnership among implementing organisations, but also strengthen the base for WROC's social enterprise initiatives by identifying areas in which ongoing services can be offered to local organisations.

iv. **Opportunities for counselling** on an individual and group basis will enable a focus on personal development, conflict management and issues being experienced by clients. In this aspect, individuals, especially women in the skills training and employability sub-projects, and young men, will be enabled and supported to set personal goals, improve their social and communications and conflict management skills. Opportunities for counselling will be provided to both urban and rural clients.

v. **Use of participatory methodologies** in engaging stakeholders and facilitating their involvement in project activities is a critical component of the project strategy. Emphasis will be placed on training in the use of Participatory Learning and Action (PLA) tools and in facilitation skills, particularly among Community Mobilisers to ensure the gathering of vital information and data as a key measures in validating the contribution of community members to problem identification and problem solving.

vi. **Leadership exposure and development** is fundamental in the overall strategy and for sustainability of effort. This will involve a collective approach to leadership development

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and the identification of a second core leadership in WROC and encouraging the same in all partner organisations. Sensitivity to the personal aspirations of the local leaders and enabling them to have the space to pursue their personal development goals must be central to the conversations within the project. This might mean, helping to identify opportunities for self- development through sharing information with other partners.

vii. **Deliberate partnership building** is a fundamental aspect of project strategy, vital for sustainability and a vital sign of good organizational health. Strengthening partnership especially with locally based faith-based organisations which are entities well respected in most communities as well as with local private sector bodies will be central in rolling out this strategy. Peer mentoring among CBOs will be embedded in partnership building.

viii. **Research** is critical strategy tool that feeds into all the other components cited.

ix. **Lobbying and advocacy** feed on the findings of research and from experiences at the community level.

x. **Robust communications strategy** using traditional and social media to give visibility to the USAID and to NIA and bring information on the project to the wider public.

xi. **Identifying lessons learned**, positive and negative is central to the implementation of the project.

Specific strategies grounded in the principles and framework cited above, could be pursued from the following areas for action proposed in local research and recent focus group discussions with youth. Partners will have the opportunity based on their particular circumstances to address these or other specific actions.

WROC will undertake action research in the areas: d, e, and f, and propose joint action with partners in the other areas cited or on other as the partners may decide.

- a. Research on and advocacy towards increasing the number of women in the Jamaica Constabulary Force as an anti—corruption measure within the Force itself and to build a welcoming more empathetic presence for receiving and addressing public complaints for example, on gender based violence.
- b. Research on and advocacy towards ensuring gender sensitivity and responsiveness of the proposed Single Anti-Corruption Agency which is to be established.
- c. Lobbying for effective implementation of the Strategy and Action plan on Addressing Gender based violence Women organising against corruption linked to teen pregnancy and the sexexploitation of women and young girls by expanding opportunities for training and employment

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<p>d. Monitoring of state funded programmes, eg., the School Feeding Programme.</p> <p>e. Ensuring community participation in decision-making on and monitoring/auditing of the use of state funds for projects in Divisions of Local Municipalities in rural and urban areas.</p>		
HOST COUNTRY (STATE/PROVINCE, CITY)	RELATED THEMATIC PRIORITY SECTOR(S)	CROSSCUTTING THEME(S)
Jamaica	Safe and Secure Futures for Children & Youth	Safe and Secure Futures for Children & Youth
OVERSEAS JOB DESCRIPTION (ACTIVITIES & DELIVERABLES)		
<ul style="list-style-type: none"> • To develop strategies for recruiting students for Change your future program (a program to change the status of unattached youth to become employable). • Develop logistics for students who are returning to school • Assist in classroom support for instructors. • Develop gender strategies for assisting in female students returning to school • Provide teaching strategies for students who are experiencing difficulty in the classroom. • Provide support for students with learning difficulties. • Provide support for students who have barriers to returning to school to assist in time management and addressing other barriers to successful programming. • Provide skills and model behavior to promote students access to employment. • Work with employers to assist students in getting employment 		
PREFERRED QUALIFICATIONS & PERSONAL SKILLS (What skills would you like the intern to have? Please specify skills that are necessary and those that might be preferential.		
<p>Minimum Academic qualifications and experience</p> <ul style="list-style-type: none"> • Educational background as educational assistant/ Social Work Diploma/B.Ed./Peace and Justice Studies • At least one year experience working with a communication programme • Excellent communication (oral and written) and presentation skills • Proven experience doing Social Media Communications for an organisation 		