

CONSULTANTS ROSTER

Role Description

INTRODUCTION

DEAFKIDZ INTERNATIONAL (DKI) is a non-profit international non-governmental organisation, UK charity number 1151219, registered at 44 Grand Parade, Brighton BN2 9QA, United Kingdom with head office located at Studio 410, Pelican House, 144 Cambridge Heath Road, London E1 5QJ, United Kingdom.

Being deaf himself, Steve Crump founded DKI in 2013 after witnessing the appalling abuse suffered by deaf children in sub-Saharan Africa. Today, DKI is fast emerging as a global leader for the safeguarding and protection of deaf children, with a view to empowering deaf children and young people to succeed while also reducing their risk and vulnerability to abuse.

DKI merged with Sound Seekers (The Commonwealth Society for the Deaf) in April 2020. With safeguarding at the heart of all we do, the combined DeafKidz International aims to respond comprehensively to the protection, health, wellbeing and access to education needs of deaf children, young people and vulnerable adults worldwide.

SCOPE OF CONSULTANCY

DeafKidz International is creating a roster of suitable international candidates for providing temporary expert/consultancy services within the remit of its organisational objectives and the scope of its planned 2020-23 programmatic activities in the areas of:

- a) Child protection & safeguarding
 - Design and delivery of programmes, services and practices that support and ensure inclusion of deaf children in child protection programming and procedures
 - Development of guidelines, manuals and standard operating procedures for deaf-inclusive and disability-inclusive child protection programming
 - Research on various topics related to child protection and safeguarding of deaf children and children with disabilities
 - Training local organisations, community members and professionals on deaf-inclusive and disability-inclusive child protection concepts and procedures
 - Development of policies and procedures for inclusive child protection at an organisational level
- b) Gender-based Violence
 - Design and delivery of programmes, services and practices that support and ensure inclusion of deaf women and girls in GBV programming and procedures
 - Development of guidelines, manuals and standard operating procedures for deaf-inclusive and disability-inclusive GBV programmes and services
 - Research on various topics related to GBV in relation to deaf women and girls/ women and girls with disabilities
 - Training local organisations, community members and professionals on deaf-inclusive and disability-inclusive GBV concepts and procedures
 - Development of inclusive policies and procedures for sexual harassment at an organisational level
- c) Deaf awareness training (Deaf candidates only)
 - Design tailored deaf awareness training course for organisations/groups, based on their specification and needs
 - Deliver deaf awareness training to organisations

- d) Ear and hearing care
- Support set-up of audiology services (clinic and outreach) in low resource settings including advice on equipment and ongoing maintenance and calibration costs
 - Research on audiology related topics including access and availability of low cost hearing aids and low cost audiology services
 - Technical consultation on screening, diagnosis and management of hearing loss
 - Safeguarding and protection in audiology clinic settings
- e) Education
- Training of specialist Teachers of the Deaf to advance and update their teaching methods, identify learning needs and how to apply the methods to curriculum adaptation, planning and teaching in the classroom.
 - Training mainstream teachers on identification of children who may have hearing loss and strategies for effective inclusion of deaf children in their classrooms.
 - Technical consultation on equipping, planning and managing deaf schools in low resource settings
 - Development of guidance, manuals, policies and procedures related to schooling and education of deaf children
 - Safeguarding and protection of deaf children in educational settings
- f) Economic independence
- Design, develop and support implementation of livelihoods and financial inclusion programmes, services and practices that support and ensure the inclusion of deaf adults and youth based on local context
 - Development of deaf-inclusive and disability-inclusive guidelines, manuals and standard operating procedures for livelihoods and financial programmes and services
 - Training local organisations, community members and professionals on strategies to advance livelihoods and financial inclusion of deaf people and people with disabilities
 - Research on various topics related to livelihoods and financial inclusion of deaf adults and youth/ adults and youth with disabilities and inclusive social protection
- g) Assessments, monitoring, evaluation and learning
- Situational analysis and needs assessments to determine gaps and needs of persons with disabilities including deaf people
 - Review and development of inclusive monitoring, evaluation and learning frameworks
 - Conceptualisation of new ways of collecting, analysing, using and reporting on qualitative and quantitative data, particularly child friendly and deaf/disability inclusive data through participatory methods
 - Evaluation of projects with deaf people or persons with disabilities as the target/beneficiary group

The above is not an exhaustive list and only indicative of the type of work that is likely to be undertaken as part of DeafKidz International's consultancy work.

ROSTER PROCESS

Once selected to be on the roster, the successful roster candidates will be matched against the terms and requirements of specific consultancies, when they arise. There is no remuneration for inclusion and retention on the roster.

The shortlisted candidates will be contacted with details on the specific consultancy for their confirmation of interest and availability. Regular recruitment procedures will be followed.

The consultants will need to inform DeafKidz International of any change in their circumstances, once included on the roster.

PERSON SPECIFICATION

ESSENTIAL

- Minimum university degree in related field. Additional related specialized studies will be considered an asset. Additional years of relevant professional experience and/or specialized trainings might be considered substitute for university degree
- Minimum two years of relevant working experience with a strong track record of consultancy work
- Experience in training and capacity-building roles, developing research methodology, preparing and delivering trainings, preparing analytical reports and hands on experience in project management, including project design, implementation, reporting and evaluation.
- Excellent written communication skills in English
- Demonstrated cultural sensitivity and judgement
- Strong communication and interpersonal skills
- Demonstrable experience of including disability and gender perspectives and wider intersectionality into their work
- Excellent presentation/training skills
- Excellent writing and reporting skills
- Experience of working with deaf people and people with disabilities and/or lived experience of being deaf or disabled (Note: for consultancies related to deaf awareness training, only deaf candidates will be considered.)
- Ability to work with people of different nationalities, religions and cultural backgrounds
- Ability to travel

DESIRABLE

- Experience of working in low middle income countries and humanitarian contexts
- Knowledge of other international languages such as French, Spanish or Arabic

HOW TO APPLY

Interested individuals are invited to complete DeafKidz International's application form and submit to recruitment@deafkidzinternational.org. Please ensure the title of your email is "Application for Consultants Roster".

Applications will be reviewed on a rolling basis. Interviews are expected to take place via Zoom.

Kindly note that incomplete applications or applications submitted in different formats than the DeafKidz International Application Form or in other languages than the English language would not be considered. Due to the volume of applications, we will not be able to respond to all individually and only short listed candidates will be contacted.

DeafKidz International is an equal opportunities employer and we positively welcome applications from all suitably qualified persons regardless of their age, disability, gender, marriage or family status, race, religion or belief, sexual orientation, or any other basis.

DeafKidz International has zero tolerance of abuse, exploitation, inappropriate behaviour or harassment of any kind. We are committed to the safeguarding and protection of children, vulnerable adults, beneficiaries and our staff. All staff, consultants and volunteers are required to share in this commitment through our Code of Conduct. We will undertake pre-employment checks as appropriate.