

SOCIAL AND ECONOMIC DEVELOPMENT ADVISER

Duration of attachment: 2/3 months

Introduction

The Kaloko Trust has been working with the rural communities of Luansobe in Northern Zambia for over 20 years and is now looking to recruit a volunteer to conduct a review of operations, identifying those which have had the most significant and sustainable impact on the community. The volunteer will also identify and consider alternative geographic or sectoral areas of assistance which would be more appropriate given the present social and economic challenges being faced by the local population.

Kaloko Trust Zambia (KTZ) believes in applying an integrated approach to development and works with rural communities to address their broad development needs, rather than focussing on single sector themes. In recent years KTZ's medium term objectives have been:

1. To support local agriculture, including developing dry season cultivation for food security and income generation.
2. To develop local community schools to increase educational opportunities, especially for HIV/AIDS orphans.
3. To improve local health services and access to clean water in more remote areas, particularly focussing on women and children.
4. To further develop beekeeping as a source of sustainable income from natural resources.
5. To increase KTZ's ability to raise funds independently.

Background

Kaloko Trust UK was established in 1995 as a UK registered charity (No. 1047622). Our objectives are to promote sustainable rural development in Africa. We do this by working in partnership with local NGOs. Our work has focused on Zambia, where we work principally with a locally registered NGO, Kaloko Trust Zambia, which has been operating for 20 years.

Within Zambia we are presently involved in a comprehensive range of rural community development initiatives at a grass roots level. Activities include: agricultural development, community-based natural resource management, rural-based income-generation, both formal and informal sectors of education, primary health care and health education.

Currently the main focus of activities is at Luansobe, an area of 400 square kilometres about 100 kilometres south of Ndola, in the Copperbelt Province. The local population is about 12,000, the vast majority of whom are subsistence farming families. Single women head one third of local households and approximately 50% of the population are below the age of 18 years, with a very high percentage of these HIV/AIDS orphans.

Kaloko's vision (for the Luansobe community) is one where:

- Every family is able to meet their basic household food requirements
- Every family has access to education, health services and clean water

- Every family has the opportunity and skills to earn a basic income
- Kaloko Trust Zambia is an independent and dynamic local NGO, and is a valued and integral part of the Luansobe community

Kaloko has a number of broader, longer-term strategic objectives that underpin all our activities and aim to move us towards realising our vision. These are:

- To enhance the Luansobe Community's ability to support itself economically
- To enhance the Luansobe Community organisationally
- To enhance the long-term stability of the Luansobe community
- To enhance the capacity and effectiveness of Kaloko Zambia as an organisation

Key Tasks

1. To review past Kaloko UK Annual reports to identify the projects and activities of the past five years.
2. To meet and interview KTZ staff and participating communities to assess the impact of past interventions.
3. To identify gaps in the programme or opportunities missed which would contribute to achieving the objectives of the programme.
4. To review changes in the social and economic environment of the rural communities in which KTZ is working which would have an impact on the effectiveness of the programme.
5. To identify social and resource key conditions which need to be met to better ensure success of the interventions .

Consideration should also be given to the following:

1. Identifying the needs in the KTZ programme, among staff, implementing partners and primary stakeholders, with regard to developing more participatory forms of M&E.
2. Working with KTZ staff and implementing partners to identify what can be changed and how this can best be undertaken, and to make the learning processes more inclusive of primary stakeholders and other relevant groups.
3. Working with primary stakeholders to develop locally relevant indicators and methods that allow impact assessment
4. Discussing with staff how self-evaluation results are to feed into ongoing assessments and the organisational development of the programme.
5. Documenting results and main elements of the approach, with project staff.
6. Providing training, if desirable, for those responsible among the primary stakeholders and the project staff or implementing partners for guiding the self-evaluation process.

Education/Qualifications and Experience

1. Experience of carrying out rapid Participatory Rural Appraisal (PRA) studies, training in PRA, and carrying out standard socio-economic surveys and their analysis. Field-work experience and rural sociology / social work profile necessary. Some experience of field-work and practical project-implementation in developing countries.
2. Strong analytical, quantitative and qualitative research skills, especially as it relates to methodology; evidence-based action research, participatory techniques for e.g Participatory Rural Appraisal (PRA) and Rapid Appraisal and Action Planning Process (RAAPP)

3. A formal qualification at degree level and some experience of at least one of the following sectors preferred: agriculture/natural resource management; health; education/vocational training; social work/counselling; SME/credit-loan projects; work with children and the disadvantaged.

Skills

1. Strong interpersonal skills, able to work within a team, incorporating input and ideas from others.
2. Excellent written and presentation skills.
3. Must be flexible, motivated, hard working and eager to contribute.
4. The ability to work independently, stay focused, organise, prioritise tasks and meet deadlines is a must.