



JOB TITLE: SAFEGUARDING TECHNICAL ASSOCIATE

Background

Impact and Innovations Development Centre (I IDC) is a not-for-profit regional technical Assistance (TA) and Learning partner organization that works with development agencies in the public and private sectors to promote impactful and innovative programming.

I IDC technical assistance and learning support encompasses diverse social development fields with a core focus on the areas of Impactful Program design, Program adaptation and scaling, measurement and evidence generation, learning and knowledge management, and safeguarding.

I IDC is partnering with The Mastercard Foundation to offer safeguarding technical capacity development support to implementing partners under the Young Africa Works Programme. Through this Initiative I IDC's technical support will seek to support the transformation of the safeguarding systems and practices of implementing organizations to achieve a safe and inclusive environment for young people to transition into dignified and fulfilling work.

I IDC would like to recruit a **Safeguarding Technical Associate** for the 2 Year Project dubbed, "Safeguarding for dignified employment for young people (**SAFE employment**)."

Role Purpose

Responsible for delivery of the Safeguarding Capacity Development Interventions to partners. Among others, the role includes safeguarding content development, training, mentorship, systems development and implementation support, moderation of learning processes, as well as ongoing partner and system assessments

Specific Tasks and Responsibilities

1. Design and undertake partner safeguarding risk assessments and support the development and implementation of risk mitigation plans and actions.
2. Based on the programme objective and partner needs, develop and co-create appropriate and relevant safeguarding training and capacity development packages, content and tools.
3. Deliver high quality training programmes on various safeguarding themes and dimensions in alignment to programme and partner needs.
4. Support and mentor partners in the development and updating of comprehensive but contextualized safeguarding policies, systems and procedures.
5. Support partners in establishing and implementing incident reporting, investigation and management processes.
6. Initiate and coordinate appropriate partner learning and knowledge improvement platforms and fora for diverse categories of partner actors.

7. Prepare regular high-quality progress and other reports and provide any project related information as might be required by Management and other project stakeholders.
8. Undertake any other Safeguarding related tasks and responsibilities as may be assigned to you by Management

Qualifications

1. Education:

A relevant Masters Degree or Post graduate qualification in Social Work, Human Resources Management, Law, Development Studies, or a related field. Specialized Training in Safeguarding is a highly added advantage.

2. Experience:

- At least 7 years of experience of Programme design and implementation in the fields of protection of children, women and girls and other vulnerable individuals, and at least 5 years directly on technical support to partners in safeguarding and/or inclusion of vulnerable people.
- Previous experience in a related role in a credible dynamic, fast paced, result oriented and multi stakeholder organization/environment.

Key Competences required:

- Expertise in training content design and tools development.
- Excellent participatory training and mentorship skills.
- Multi stakeholder engagement skills
- Managing complexity and dealing with competing demands.
- Strong communication skills (verbal and written), persuasive and motivational.
- Highly Result Oriented

How to apply

To apply, please fill in the application form by copying the link below into a web browser. Provide all required information by the deadline of 5 pm EAT on 14th October, 2025;

Application form: <https://forms.gle/4gcTZ6kWusMTA4fX7> which can also be accessed on the organizations' website via <https://iadcug.org/job-opportunities/>

Disclaimer: Applications will be reviewed on a rolling basis and IIDC reserve the right not to wait for the deadline to get the suitable candidate.

By applying for this job and providing relevant information through the link provided, you consent for IIDC to use for the purpose of assessing your candidacy for the job advertised and for IIDC to hold your record for a period of 1 year.

IIDC is an abuse free environment and upholds high safeguarding standards for children and vulnerable adults.