



## Employment Opportunity

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The Community Based Inclusive Development Organization (CBIDO) is a not-for-profit Non-Governmental Organization (NGO) based in Karagwe District of Kagera Region, Tanzania. CBIDO was registered in 2019 with a registration number 00NGO/R/0659 with a legal mandate to operate nationally. The organization works under the Trusteeship of the Anglican Church of Tanzania, Diocese of Kagera.

CBIDO main preoccupation is enhancing the quality of life, dignity and inclusion of Persons with Disabilities – particularly, Children and Youngsters with Disabilities (CYWD). Since it became operational in January 2019, CBIDO has been implementing programmes in the areas of healthcare, inclusive education and socio-economic empowerment of persons with disabilities (PWDs) and their caregivers/families.

The major strategies explored by CBIDO to arrive at its mission include offering rehabilitation and care services, advocacy for inclusion and improved conditions for CYWDs and capacity development of CYWDs and their caregivers. Two other equally important strategies are networking with other service providers/referral systems as well as documentation/evidence building.

CBIDO pursues participatory programme approaches that entail working closely with PWDs, their families and complementary multi-level stakeholders, both State and Non-State-Actors (NSAs). At community level, CBIDO works with Village Rehabilitation Workers (VRWs), who make weekly home visits to support CYWDs. These are besides regular mobile village health clinics, often attended by doctors from local hospitals. Further, CBIDO has full access to a central rehabilitation center where CYWD receive intensive physiotherapy. The rehabilitation center is also used to train parents/caregivers of the CYWDs and volunteers.

### **Title: Physiotherapist (PT)**

**Reporting to:** Chief Field Officer (CFO)

#### **Overview:**

Physiotherapy is an integral part of Implementation of Disability Prevention and Rehabilitation Services within and outside CBIDO catchment areas, Physiotherapist will be involved in ensuring people with disabilities particularly children are provided with required physiotherapy services, Training to communities on disabilities related issues for prevention particularly pregnant women, provide leadership and guidance to Village Rehabilitation Workers (VRWs). He / she must be responsible for overseeing physiotherapy programmes and health interventions, including developing individual rehabilitation plan(s), ensuring data quality and reporting in time to meet key deadlines. He / she should take leadership in health interventions programmes at CBIDO.

#### **Responsibilities:**

The PT must develop a close working relationship with other specialists and the cluster level, CFO and M & E Officer. She/he will be responsible for:

- Provide proper physiotherapy assessment and treatment
- Develop Personal Children Rehabilitation Plans / Individual Rehabilitation Plan (IRP)
- Train communities on disability related issues
- Meet crucial reporting deadlines including monthly and quarterly, Train Smart, quarterly and ad hoc data requests

- Provide the project with all necessary M&E inputs, including development of work plans and indicator frameworks, research and evaluations as arise
- Train and guide project facilitators and Village rehabilitation Workers on various disability issues to keep them updated on day to day changes.
- Conduct analysis, visualization and use of data to assess monthly trends including to engage technical staff in analysis and implications of data for programming
- Train parents and care givers on various therapy programmes
- Take measurements of appropriate assistive devices that can help children with disabilities to improve their conditions.
- Making follow ups on children and parents of Children with disabilities progresses
- Other tasks as required

**Minimum Requirements:**

**Education:**

- Diploma in Physiotherapy
- Academic qualification in Occupational therapy (OT), Nursing, and clubfoot management will be an added advantage.

**Experience:**

- 2 years' work experience Pro-disability organizations
- Experience of working with people with disabilities
- Excellent time management skills
- Knowledge in computer software applications
- Team Player
- Report writing skills
- Excellent written, oral and presentation skills in English and Kiswahili
- Excellent peoples and partnership skills
- The candidate should have experience in training / workshop facilitation, mentoring and proven ability to develop and maintain effective work relationships with government and other NGO counterparts.

**Skills:**

- Ability to work effectively with multiple teams, partner agencies and community members.
- Knowledge of different database software
- Proficient with MS Excel
- Able to ride motorcycle with a valid driving license
- Able to work in rural communities

If you believe you are the ideal person we are looking for, submit your application letter describing why you are the right candidate for this position and curriculum vitae detailing your experience with three referees to undefined, [info@cbido.org](mailto:info@cbido.org) CC: [flourianrwangoga@gmail.com](mailto:flourianrwangoga@gmail.com)

**Titled**

**Executive Secretary**

**Community Based Inclusive Development Organization (CBIDO)**

**P.O.Box 389**

**Karagwe**

**Note:** The subject of your email should mention the position you are applying for.

Persons with Disabilities having required equalizations and women are highly encouraged to apply

**Closing date for applications: 9<sup>th</sup> November, 2022** (only shortlisted candidates will be contacted)