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| IYCF Counsellor |
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**JOB DESCRIPTION**

**Concern Worldwide Bangladesh**

Concern Worldwide is an international humanitarian organisation dedicated to the reduction of suffering and working towards the ultimate elimination of extreme poverty in the world’s poorest countries. Concern started working with the people of Bangladesh in 1972 by extending its support after the devastating cyclone of 1970. Since then, Concern Worldwide has been working to address extreme poverty in the most vulnerable communities of the country by implementing needs based, innovative humanitarian and development projects.

In Bangladesh, Concern Worldwide works jointly with non-governmental organisations (NGOs), Civil Society Organizations (CSOs), different government departments, the private sector and other key stakeholders to ensure the sustainable changes in the lives of the extreme poor.

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| **Job Title:** | **IYCF Counsellor (Only Female)** |
| **Exact Job Location:** | Noakhali/Feni |
| **Reports to:** | Nutrition Project Coordinator |
| **Contract Details** | Initially for 2 months and extendible subject to the fund availability |

**Job purpose:** The IYCF Counsellor is responsible for IYCF and CMAMI (MAMI) counselling of pregnant mothers and caregivers of children 0-23 months in the project areas. She will be responsible for age and case specific counselling and referral for the targeted area which impact on the lives of the extreme poor and results in lasting positive change. She will play a vital role to bring change in the care practices in terms of IYCF/E and MAMI. She will lead the rapid assessment of IYCF/C-MAMI and conduct the full assessment according to the standard protocol and format. She will also play key role in management of Non-Breastfed Child and ensure an organized referral pathway among INF, SC and health post. She will be responsible to perform other activities requested by her supervisor based on project need.

**Main duties & responsibilities:**

* Ensuring that the IYCF and C-MAMI counselling implementation plan is developed jointly with the team and delivered timely and effectively to ensure improvement in the nutrition status of the project participants beyond project end.
* To facilitate effective counselling to beneficiaries to bring positive change in their infant feeding practices with the minimum resources towards achieving objective and support to beneficiaries when required.
* Capacitate and support volunteers to conduct the rapid screening and identification of mothers with children 0-23 months with breastfeeding difficulties and non-breastfed infants.
* Counseling mothers and caretakers to ensure proper infant and young child feeding practices.
* Supporting the referral of visibly severely wasted children 0-5 months for inpatient care/ stabilization center.
* Ensuring quality of IYCF-E and MAMI sensitization provided by volunteers during house to house visits and perform house to house visits to especially vulnerable infants.
* Ensure support to at risk Mothers and Infants (0-6 month).
* Support to generate weekly, monthly and other relevant reports as detailed and keeping proper records of project activities at the field level.
* Enabling a friendly collaborative working culture within the team, actively sharing information and knowledge to enable the team to ensure effective learning and sharing across the organization.
* Be aware of, understand and comply with all of Concern’s policies and procedures (P4, finance, logistics, HR, security management etc.)
* Undertake other related duties as may reasonably be assigned by the line manager.

**Accountability**

**In line with Concern’s commitments under the Core Humanitarian Standard (CHS):**

* Actively promote meaningful community participation and consultation at all stages of the project cycle (planning, implementation, M&E);
* Work with relevant colleagues to ensure that the Complaints and Response Mechanism (CRM) is functional and accessible, that feedback and complaints are welcomed and addressed;
* Work with relevant colleagues to ensure that information about CRM, safeguarding and expected staff behaviour is disseminated among programme participants and communities.

**Person specifications:**

* Minimum Bachelor’s degree in Nutrition and Food Science from any reputed university.
* At least a year of experience is required in the similar work.
* Technical knowledge of Community management of acute malnutrition (CMAM), C-MAMI and IYCF/E, ECCD programming.
* Familiar with SBCC activities.
* Experience with Counselling and nutrition promotion.
* Having good knowledge on flood or cyclone recovery programmes will add value.
* Demonstrate ability to provide counselling support.
* **Only Female candidates are eligible as they will provide one to one counselling on breastfeeding to mothers.**
* Good command and fluency in Bengali and Noakhali/Feni dialect (will be preferable)**.**

**Key competencies:**

* Enthusiastic, honest and committed. Results oriented.
* Good planning and organisational skills.
* Ability to problem solving and good decision making and communication skills.
* Good communication skills.
* Ability to work in challenging environments and strict deadline.

**Essential competencies:**

* Good knowledge on Communication and Counselling.
* Good reporting and documentation skills.
* Ability to work in team, respect team decisions and support multi-cultural team members.
* Must have a ‘hands on’, practical mentality, be self-driven and very self-motivated.
* Must be well organized.
* Very high attention to detail.
* Cultural and political sensitivity.

***Safeguarding at Concern: Code of Conduct and its Associated Policies***

*Concern has an organisational* ***Code of Conduct (CCoC) with three Associated Policies; the Programme Participant Protection Policy (P4), the Child Safeguarding Policy and the Anti-Trafficking in Persons Policy.*** *These have been developed to ensure the maximum protection of programme participants from exploitation, and to clarify the responsibilities of Concern staff, consultants, visitors to the programme and partner organisation, and the standards of behaviour expected of them. In this context, staff have a responsibility to the organisation to strive for, and maintain, the* ***highest standards in the day-to-day conduct in their workplace in accordance with Concern’s core values and mission****. Any candidate offered a job with Concern Worldwide will be expected to* ***sign the Concern Staff Code of Conduct and Associated Policies as an appendix to their contract of employment****. By signing the Concern Code of Conduct, candidates acknowledge that they have understood the content of both the Concern Code of Conduct and the Associated Policies and agree to conduct themselves in accordance with the provisions of these policies. Additionally, Concern is committed to the* ***safeguarding*** *and protection of vulnerable adults and children in our work. We will do everything possible to ensure that only those who are suitable to work or volunteer with vulnerable adults and children are recruited by us for such roles. Subsequently, working or volunteering with Concern is subject to a range of vetting checks, including* ***criminal background checking.***

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| *Line Manager’s name* | *Signature* |
| *Date*  |
| *Employee’s name*  | *Signature* |
| *Date*  |