**Growth Monitor and Promoter**

**Job Title:**  Growth Monitor and Promoter

**Reports to:**  Nutrition Site Supervisor

**Terms:** *Fixed Term contract*

**Salary:** GB 2.1 ( BDT 35,768)

**Requirements:** *Ukhiya / Teknaf, Cox’s Bazar*

**About Concern:** Established in 1968, Concern is a non-profit, non-governmental humanitarian organisation, dedicated to the reduction of suffering and the ultimate elimination of extreme poverty in the world’s poorest countries.

Concern’s vision, our mission and our work are all defined by one goal – ending extreme poverty, whatever it takes. Concern strives for a world free from poverty, fear and oppression.

Our culture is values driven and we believe that our people are central to all that we do and are key to delivering on our goal of Reaching the Furthest Behind First. We are committed to ensuring a workplace where everybody feels valued and are enabled to succeed in their work and contribute to delivering on our mission.

**Role Purpose:** *The GMP Promoter will be responsible for facilitating growth monitoring and promotion activities both at the site and at the community level including maintaining a database for all the children enrolled in the program and tracking their development and milestone on a monthly basis. This staff member will equally ensure that there is appropriate referral for all children to other sections within the nutrition sites including the OTP/TSFP/BSFP and the IYCF Corners for further support. H/She will strive to engage with the caregivers identifying concerns with respect to child care while working together to identify possible solutions to these problems. The measurer volunteers will be supervised by GMP promoter to ensure quality measurement is maintaining at the facility level. They will also ensure enrolment of eligible children in the nutrition sensitive e-voucher through MODA software. The growth chart will be filled up and mothers and caregivers will be reached with promotional messages based on need. S/He will be responsible to perform other activities requested by his/her supervisor based on project need.*

**Responsibilities:**

* Ensure taking anthropometric measurements-weight, Height and other relevant indices by the measurer volunteer and interpreting the measurement to inform the messaging and counseling to deliver to the caregivers.
* Supervising activities of measurer volunteer work at the anthropometric point, check the measurement quality and correct accordingly if required.
* Plot the growth charts in the GMP Cards and discussing the growth and development of the child with the caregiver highlighting key concerns congratulating the caregivers as applicable.
* Discussing growth patterns with the caregivers and involving them in identifying problems and solutions related to the growth of their children.
* Encouraging caregivers of children under 5 years to attend GMP every month until the children are above 5 years.
* Enrollment of eligible 24-59 month children in the nutrition sensitive e-voucher program to get top up to purchase diversified food ration.
* Contribute to demand creation for other health and nutrition services by encouraging caregivers on other health interventions including immunization and micronutrient supplementation that are key to optimal growth and development.
* Support refer of children with severe growth problems to other services for example Health Centres.
* Alongside the outreach teams, organize home visits follow-ups to particular children identified with faltering weight on subsequent visits to try and dig dipper into potential challenge to child feeding and care practice at home.
* Ensure that caregivers understand the information on their child progress as recorded in the charts and giving them an opportunity to raise particular concerns and questions they may have around child care.
* Enable 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 team
* Support supervisor to prepare and compile weekly and monthly reports and other need based reports especially on GMP.
* 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 Country Director or 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.

**Role Holder Requirements:**

* Minimum Bachelor’s or equivalent degree from any discipline.
* At least 1-year experience in Community Nutrition related activities.
* Technical knowledge on Community management of acute malnutrition (CMAM) and GMP will be preferable.
* Having good knowledge on Rohingya refugee programmes.
* Good command and fluency in Bengali and Rohingya language/Chittagong dialect.

**Competencies:**

Candidates are expected to demonstrate abilities in the following priority competency areas

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| --- | --- |
| Managing Yourself | **Planning and decision-making** |
| Individual leadership | **Creativity and innovation** |
| **Communication and working with others** | Influence, advocacy and networking |
| **Delivering results** | Change |

We encourage all eligible candidates, irrespective of gender, ethnicity or origin, disability, political beliefs, religious beliefs, sexual orientation, or socio-economic status to apply to become a part of the organisation. Concern is against all forms of discrimination and unequal power relations and is committed to promoting equality.

If you have any concerns about our recruitment process and need particular assistance - for example if you have a disability e.g. a hearing impairment - please let us know and we will do our best to respond to your needs.

**Important information:**

Concern has an organisational **Code of Conduct** with three Associated Policies: The **Programme Participant Protection Policy, the Child Safeguarding Policy, and the Anti-Trafficking in Persons Policy** accessible [here](https://www.concern.net/accountability/codes-and-policies/safeguarding). 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 organisations, 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 their work, 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 adults and children in our work. We will do everything possible to ensure that only those who are suitable to work or volunteer with adults and children are recruited by us for such roles. Consequently, working or volunteering with Concern may be subject to a range of vetting checks, including criminal background checking.

During this job application, you will provide Concern with your **personal data**. Concern takes its responsibilities towards this personal data very seriously and is committed to complying with all relevant data protection legislation.

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