



OXFAM



VOICE LINKING, LEARNING AND AMPLIFIER OFFICER FOR CAMBODIA

Oxfam is committed to preventing any type of unwanted behaviour at work including sexual harassment, exploitation and abuse, lack of integrity and financial misconduct; and committed to promoting the welfare of children, young people and adults. Oxfam expects all staff and volunteers to share this commitment through our code of conduct. We place a high priority on ensuring that only those who share and demonstrate our values are recruited to work for us.

Shaping a stronger Oxfam for people living in poverty.

Position	Linking, Learning and Amplifier Officer Voice Project
Contract Type	1 year, with possible extension
Category	National Category, D1
Reporting to	Voice for Change Program Manager
Staff reporting to this post	No
Location	Phnom Penh, Cambodia

For this role we are especially encouraging applications from people who identify as being part of one or more of the five rightsholder groups Voice stands for. Please let us know in your application if this is the case and what reasonable accommodation we need to make for you to feel included.

Oxfam is an international confederation of 19 organizations networked together in 97 countries. As part of a global movement for change, Oxfam is working with thousands of partners around the world to end world poverty and injustice. Oxfam works directly with communities and at the policy level to enable the most marginalized to improve their lives and livelihoods and have a say in decisions that affect them. Contracted directly by the Netherlands Ministry of Foreign Affairs, Oxfam with Hivos are implementing Voice to help unleash thus far unheard voices.

Voice¹ is an innovative grant facility that supports the most marginalised and discriminated rightsholder groups in their efforts to exert influence in accessing productive and social services and political participation. Voice works with the following five rightsholder groups, prioritising those rightsholders that may face double or overlapping vulnerabilities. **1). People with disabilities; 2) Lesbian, gay, bisexual, transgender and intersex (LGBTI) people; 3) Women facing exploitation, abuse and/or violence; 4) Vulnerable youth and elderly/senior citizens; 5) Indigenous groups and ethnic minorities.** These groups are often the hardest to reach.

¹ Voice is a partnership between Oxfam Novib, Hivos and the Netherlands Ministry of Foreign Affairs. For more information please visit www.voice.global

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Voice works two ways as an innovative grant facility. Apart from providing different grant types groups, networks and organisations, it also provides a Linking and Learning programme that will nurture learning and innovation across countries and groups.

In the long run, Voice envisions empowered rightsholders who are able to express their views and demand their rights for responsive and inclusive societies.

With the three-year extension of Voice from 2021-2023,

Oxfam in Cambodia is looking for a Voice Linking, learning and Amplifier officer. This position is located in Phnom Penh initially for one year, starting in January 2021.

We are looking for a dynamic and hands-on person who is interested in creative facilitation work, linking and learning and amplification of grantees' stories with the high ambition to grow in social development to end poverty and inequality. If you are interested, please do apply!

As Linking, Learning and Amplifier Officer you work directly with the Voice team in Cambodia under the overall supervision of Voices for Change program manager, and in close collaboration with Oxfam in Cambodia program team, Communication and MEAL. You are expected to lead the coordination and quality management of the Voice Linking and Learning program in Cambodia with the following expected results:

- Effective Linking and Learning between and among Voice grantees, other programmes within Oxfam in Cambodia as well as connecting with new developments and external opportunities relevant to Voice goals and objectives
- Well-coordinated with the Communication team, the Linking and Learning facilitation grantee, and the Voice Communications Hub, to produce high quality Voice Linking and Learning processes and outputs
- Amplification of the learning -both in terms of successes and challenges- and stories of change from the Voice- supported grantees' projects through the Oxfam and Voice website and local (social) media sources.

Roles and responsibilities

- To promote Linking and Learning in all we do; motivate grantees to develop their own linking and learning.
- To support the Voice team in Cambodia in the assessment and analyses of grantees' own linking and learning as well as capacity development interests;
- To facilitate selecting, contracting and post-contract grant management of Linking and Learning and capacity development facilitators;
- Support, where needed, the Voice team in Cambodia in the assessment and analysis of the grant applications, especially focusing on the learning questions and the nature of the innovation;

Managing the Linking and Learning component effectively by;

- Facilitating documentation and communication of lessons learnt and good practices of inclusion, empowerment processes, capacity development support and influencing;
- Facilitating mapping of knowledge gaps and documentation of learning agenda's among the rightsholders group(s) and grantees;

- Furthering the development of a common national approach of linking and learning together with the Linking and Learning facilitator and key stakeholders and aligned with the global Voice Monitoring & Evaluation framework;
- Collaborating closely with the roving Monitoring and Evaluation officer Asia around the identification, documentation and amplification of grantee project results and changes, in particular related to Outcome Harvesting and Voices of Change.
- Coordinating implementation of Linking & Learning and innovative interventions with the Linking and Learning facilitator (e.g. organising learning events, facilitate constitution of Communities of Practice, support realisation of innovation labs) at country level;
- Supporting the analyses, validation and aggregation of learning;
- Leading the reassessment of the Voice country context analysis;
- Promoting and overseeing the use of the Linking and Learning infrastructure for full documentation of linking and learning processes and sharing lessons learnt;
- Participating and contributing actively to the Voice Linking and Learning Community of Practice.

In close collaboration with the Communications Hub, managing the amplification/ communication component effectively by

- Identifying and proposing opportunities to amplify the voices of grantees (like (inter)national commemoration days, existing campaigns, use of networks). At national level you will take initiative while at global level it will be in collaboration with the Communications Hub;
- Promoting and applying a hope-based and inclusive narrative
- Promoting and supporting the elaboration of audio-visual materials, blogs, vlogs, and other products;
- Sharing the communication products including Lessons learnt, stories, blogs, research findings) at different and relevant fora / media;
- Managing and advising on the use of Voice branding and communications;

Travel: The position is based in Cambodia with travel in-country and limited travel opportunities to attend international events. Linking, Learning and Amplifier (LLA) Officer's travel will be agreed upon with the Voice Grant Partnership Specialist.

Job Requirements

Knowledge, experiences and competencies

- Strong experiences in designing and facilitating linking and learning activities.
- Knowledge of and being able to apply participatory linking and learning methodologies and inclusive facilitation.
- Knowledge of and affinity with social inclusion, marginalisation, influencing, and capacity development.
- Background in education, social sciences or other relevant sector.
- Excellent verbal communication and writing skills in English and Khmer and/or French.
- Well acquainted with (social) media.
- Organisational facilitation and coordinating skills.

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- Ability to perform complex tasks and to prioritise.
- The ability to work effectively with a wide range of people in a multicultural environment. Comfortable working with all Voice rightsholder groups.
- A member of any of Voice rightsholder groups or representative/experiences working with any of Voice rightsholder group
- Demonstrated facilitation skills in the context of multi-cultural and multi-partner setting
- Ability to document, share and profile lessons learnt and learning processes.

Attributes:

- Ability to demonstrate sensitivity to cultural differences and gender issues, as well as the commitment to equal opportunities.
- Ability to demonstrate an openness and willingness to learn about the application of inclusiveness, gender/gender mainstreaming, women's rights, and diversity for all aspects of development work.
- Commitment to Oxfam's safeguarding policies to ensure all people who come into contact with Oxfam are as safe as possible.

APPLICATIONS

For those who are interested in this post, please send your applications to Oxfam recruitment website at: <https://career2.successfactors.eu/career?company=OxfamNovibP> by **December 04, 2020 at 5 pm Cambodia time.**

Applications from any of Voice rightsholder groups will be prioritised

ONLY SHORTLISTED CANDIDATES WILL BE CONTACTED