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|  | **“Technical Assistance for the Development of a Social Protection System for Swaziland”** |   |
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**Human Dynamics Technical Assistance Support for the Development of an Integrated Social Protection System for Swaziland**

**(TA Support for SPS)**

**ToR for Senior Non-Key Experts (SNKE3f)**

***(Academic Training in Social Work Research-University of Swaziland)***

**1. Background**

Swaziland is a lower-middle income country[[1]](#footnote-1) (OECD DAC list 2013) with a population of approximately 1.2 million people. Swaziland has the 7th most unequal income distribution in the world. Economic growth over the past decade has remained slow, with real Gross Domestic Product (GDP) averaging around 2-3%[[2]](#footnote-2) and then falling to 0.2% in 2012 and 0.8% in 2013[[3]](#footnote-3). The underperformance of agriculture threatens the livelihood of the majority of people who are dependent (75%) on agriculture. Since 2002, the poverty situation has been exacerbated by the HIV/AIDS epidemic which has become by far the greatest health and socio-economic problem of the nation. Many children are neglected, unprotected, and suffer from malnutrition and other diseases, as well as being at risk of abuse. There is growing evidence that the numbers of child-headed households and street children are increasing, a further indication of the erosion of the caring capacity of the extended community.

With a growing number of vulnerable people and diverse forms of vulnerability, there is a critical need to: i) build capacity of the social institutions and of social sector staff; ii) create the necessary fiscal space to increase current benefits, increase coverage and possibly cover unsupported vulnerable groups; iii) strengthen communities and households to care for vulnerable children and minimise the risks for more children to become more vulnerable. DPMO has developed with the support of UNICEF a National Social Development Policy (NSDP) adopted in 2010. The NSDP indicates a move away from the traditional ‘therapeutic’ approach towards a more developmental approach which seeks to empower individuals, families and communities to address and manage areas of vulnerability for themselves. The policy document clearly articulates the Departments new understanding of social welfare services, clarifying the different measures among which are social welfare, social care and social support. The DPMO is understaffed, undertrained, centralised and overburdened with non-social work tasks (one third of the time of the social workers is spent in disbursing grants). Beyond the issue of capacity, the functioning at central and regional levels is compounded by a lack of staff, notably auxiliary social workers.

The European Union (EU) is supporting the Government of the Kingdom of Swaziland (GoKS), through a technical assistance arrangement, to develop an integrated sustainable system of social protection that can deliver quality social protection to all citizens within the context of a nationally endorsed social protection policy. The Ministry of Economic Planning & Development (MEPD) contracted Hulla & Co Human Dynamics to provide technical assistance services to the Government of the Kingdom of Swaziland to support the development of a social protection system for Swaziland. This Technical Assistance is being provided through a team of three Key Experts (KE1-3), who have been working collaboratively within the Deputy Prime Minister’s Office and the University of Swaziland (UNISWA).

In order to address the staff capacity gaps of government in the social work service areas, the University of Swaziland (UNISWA) has developed and introduced a Bachelor of Social Work (BSW) degree programme. The BSW curriculum is being revised with the support from the Social Protection System Technical Assistance Team (SPS-TAT) and is waiting for Senate approval for implementation. In addition, the SPS-TAT supports the Department of Sociology and Social Work to draft a social work training field education manual, which is now under review by the faculty members. Provided that the social work programme is still understaffed, one of the key experts (KE3) from the SPS-TAT is directly involved in teaching of full semester courses since the beginning of the project.

**2. Sub-components in the Technical Assistance ToR**

The following sub-components in the ToR of Technical Assistance for the Development of a Social Protection System for Swaziland require many activities to be undertaken by the Technical Assistance team to professionalize social welfare provision in the country and improve its delivery and accountability in fulfilling the various mandates provided under national legislation and regulation, as well as improving the legislative and regulatory basis in order to protect the poor and vulnerable. To achieve this, the Technical Assistance Team requires good, knowledgeable, and experienced academic experts for senior non-key expert (SNKEs) positions to build the capacities of the social work programme at the University of Swaziland. In particular, the SNKEs will contribute to achieve the following specific object of the ToR:

***Specific Objective 1:*** Institutional capacity, regulatory, and oversight functions of government are strengthened to deliver social protection for the most vulnerable.

**3. Objective of this ToR**

The objective of this ToR is to identify and assign academic expert (specialist) to strengthen the social work programme in the areas of research course teaching, staff mentoring, and student research supervision. The SNKE for academic capacity building, working under the SPS-TAT team leader and collaborating with KE3 and Head of Department (HoD) in the Department of Sociology and Social Work in UNISWA will contribute towards building research capacity of students, and enhance teaching and mentoring qualities of academic staff in the social work programme.

**4. Activities, deliverables and timeframe**

Activities by the senior non-key expert for academic capacity building will require expertise/specialization in Social work research course teaching, staff mentoring and students’ senior projects supervision. The specific activities shall include the following:

* Co-teach research courses with a social work staff member to build teaching capacity in research courses (includes joint preparation of syllabus, deliver teaching and joint evaluation/assessment of the students).
* Prepare research seminar for faculty members in the Department of Sociology and Social Work especially in social work research area and co-deliver the seminar (spread across semesters) with other social work staff member/s.
* Prepare intensive research seminar for graduating class of social work students in preparation for their research project and deliver the seminar with social work faculty members (this includes proposal writing, data collection, analysis and report writing, with basic research methodologies).
* Support social work staff in academic research underpinnings and publication (including grant proposal writing, academic writing and publication).
* Support the social work faculty to jointly assess/evaluate research project proposals and final reports.

**Expected results:**

* Sample research course syllabus prepared and submitted to the department.
* Training materials for staff research seminars prepared and seminars delivered.
* Training material for students’ seminars prepared and seminars delivered.
* Research course/s successfully co-taught and students’ results submitted.
* A social work staff member with research teaching capacity identified and properly mentored to take over in academic year 2019/20.
* Social work staff able to write research grant proposals, undertaking research and/or submit articles for publication.

Required days for the above deliverables shall be 105 days.

Expected duration of the task will be between November 2017 to August 2019.

**5. Working arrangements**

The SNKE in academic area (research course teaching and mentoring) will be based in UNISWA and daily activities will be reported to the Head of Department as the UNISWA procedure requires. The SNKE will closely work with KE3 and also directly report to the TAT-TA team leader on a regular basis.

**6. Qualification and Experience**

The SNKE in academic area of research course teaching and mentoring shall have the following qualification and experience:

**Essential criteria:**

A minimum of 10 years of general professional experience and independent and free from conflicts of interest in the responsibilities they take on. In particular:

* At least 10 years of relevant academic experience and currently at the rank of senior lecturer/equivalent or above.

**Qualifications & Skills:**

* A minimum of a PhD degree in Social Work.
* Fluency in written and spoken English with sound communication, interpersonal and negotiating skills, including excellent written and oral skills and cross-cultural sensitivity.
* Ability to work under pressure, prioritise tasks, take initiative, meet deadlines and remain tolerant, with capacity to develop participative and inclusive team-work.
* Computer literacy skills (MS Office / MS Project).

**General Experience:**

* Extensive experience in delivering Social Work services in a range of settings.
* Experience university- community linkage and service provision for the poor and vulnerable groups.

**Specific Experience**:

* Teaching and research experience of not less than 5 years after being promoted to the current rank/position.
* Intensive experience of teaching research course (qualitative and quantitative), supervising students’ research projects and preferably mentoring junior staff members in teaching research courses.
* Ability to draft clearly and concisely ideas and concepts in written and oral form as an academic course instructor.

**Desirable criteria that would be an added advantage:**

* Experience in the Sub-region as well as Internationally, with experience in Swaziland desirable.
* Knowledge of the Southern Africa culture (language, tradition and academic environment) will be preferable.
* Experience of working as an academic consultant is advantageous.

**7. Conditions of Work**

* The work will involve 105 working days for the research course specialist (spread from November 2017 to August 2019). The tasks for research course teaching and establishment of field training system could be run in parallel by the same expert if she/he has the required experience both in research and social work field education.
* Significant internal travel (within Swaziland) will be expected by the field education training part of the assignment to pay visits for potential placement agencies.
* The SNKE will be provided with invoice and time sheet templates to be completed and submitted to the Contracting Authority (CA), for payment by Human Dynamics once the deliverables have been signed off by the CA.
* The title and the official number of the funded activity must be prominently reflected on all invoices and related documentation.

**Interested candidates can submit the following information:**

• Letter of interest (a candidate can apply for both positions of SNKE-3e and 3f if she/he has experiences in research and social work field training).

• Brief summary of teaching and/or social work field training approaches that she/he will apply if the job is offered.

• C.V

* Closing date for submitting applications is 6 October, 2017

Send the submission to SPS TAT:  sharonhall@sps.org.sz and wassiek7@gmail.com

Summary

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| Total Budget Estimate in SNKE days | 105 working days Travel costs and per-diems for missions to the regions, to be undertaken as part of this assignment - Nil |
| Assignment starts | 1st November 2017 |
| Assignment ends | 15th August 2019  |
| Place of work | UNISWA, Kwaluseni Campus, Matsapha, with travel to the Regions and visit to SPS-TAT office located in Mbabane inter-ministerial government building |

1. In 2012 Swaziland had a gross national income (GNI) of $2,860, which according to the World Bank places it comfortably in the lower-middle income category of countries ($1036-$4085) [↑](#footnote-ref-1)
2. *National Social Development Policy*. DPMO, GKoS, Mbabane. 2010 [↑](#footnote-ref-2)
3. Economic Indicators for Swaziland. MoEPD, GKoS. Mbabane, 2013. [↑](#footnote-ref-3)