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|  | **“Technical Assistance for the Development of a Social Protection System for Swaziland”** |  |
| This project is funded  by the European Union | Contract Number EDF/2015/367-906 | Kingdom of Swaziland |

**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 (SNKE3e)**

***(Academic Training in Social Work Field Education-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 experts (specialists) to strengthen the social work programme in the areas of field education training. 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 establishment of a field training system in the social work programme.

**4. Activities, deliverables and timeframe**

Activities by the senior non-key expert for social work field education training will require expertise/specialization in social work field education system establishment. The specific activities shall include the following.

* Conduct assessment on available/potential field placement agencies and field education supervisors.
* Establish a database of existing/potential placement agencies and supervisors and their experience/qualifications for the role.
* Prepare field training material (based on the field education manual, and social work profession standards).
* Provide training for social work staff and agency-based supervisors on social work field supervision.
* Provide field placement (pre-placement and on placement) orientation/training for social work students.
* Support and mentor an academic colleague in the Department of Sociology and Social Work in taking over the role to coordinate and supervise the field training processes.

**Expected results:**

* A database of field placement agencies and supervisors established.
* Field education supervisors’ training material prepared and available for use.
* Agency-based field supervisors received training and certified as agency-based social work field education instructors.
* Students received pre-placement and on-placement orientation/training and reports prepared on the outcome.
* Staff member in the Department of Sociology and Social Work equipped to take over the role of Field Education Coordinator

Required days for the above deliverables will be 60 working days.

Expected duration of the task will be spread between November 2017 to December 2018.

**5. Working arrangements**

The SNKE in field education training 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 social work field education training 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**:

* Field education coordination and supervision experience of not less than 5 years
* Intensive experience of field education coordination: including establishing agency database, field supervisors training, social work staff mentoring/training, and students training.
* Ability to draft clearly and concisely ideas and concepts in written and oral form as a social work field training expert;;

**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 60 working days (spread from November 2017 to December 2018). The tasks for social work field education system establishment and training and social work research course teaching could be run in parallel by the same expert if she/he have the required experience both in social work field education and research course teaching.
* Significant internal travel (within Swaziland) will be expected by the field education training specialist 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.

Send the submission to SPS TAT:  [sharonhall@sps.org.sz](mailto:sharonhall@sps.org.sz) and [wassiek7@gmail.com](mailto:wassiek7@gmail.com) Closing date is 6 October 2017

Summary

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| Total Budget Estimate in SNKE days | 60 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 | 21st December 2018 |
| 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)