



AGA KHAN FOUNDATION

Safeguarding Manager, Africa

Description

About The Aga Khan Foundation

The Aga Khan Foundation (AKF) is a non-profit organisation dedicated to improving the quality of life and sustainable development of communities across the globe, with a focus on Education, Health and Nutrition, Agriculture, Climate Resilience, Civil Society, and Work and Enterprise. AKF implements inclusive and innovative programmes to empower individuals and communities to realise their full potential. AKF currently implements programmes in 13 countries: Afghanistan, Egypt, India, Kenya, Kyrgyz Republic, Madagascar, Mozambique, Pakistan, Portugal, Syria, Tajikistan, Tanzania, and Uganda. AKF's Head Office is in Switzerland, and there are Resource Mobilisation Offices in Canada, the United Kingdom, and the United States.

Purpose of the Role

The purpose of this role is to lead the regional safeguarding practice to ensure that safeguarding is prioritised, of high quality and embedded in a culture of prevention, awareness, reporting and response. The ultimate purpose of the role is to ensure that AKF safeguards its staff, partners, volunteers, associates, and children and adults in the communities where AKF works in the respective region. The Regional Safeguarding Manager for Africa role will include coordinating capacity building, promoting safe programming, enhancing safe partnerships, delivering training, establishing metrics, meeting donor compliance, managing risks, and supporting the mainstreaming of safeguarding throughout operations, especially when engaging directly with communities and through partners.

Additionally, this role will focus on global capability enhancement through working closely with the global safeguarding team to develop systems/procedures and enhance standards.

This role has an administrative reporting line to the AKF EA CEO and the AKF Mozambique CEO, works closely with the local leadership and the respective Safeguarding Focal Points in each entity and has a direct technical reporting line to the Global Safeguarding Lead.

This local hire position can be based in one of the regional countries of Tanzania, Uganda, Kenya, or Mozambique.

Duties and Responsibilities

Be the safeguarding advisor:

- Lead the integration of safeguarding standards into organisational culture, workplace, and programmes, promoting an equitable, diverse, and safe environment where misconduct is not tolerated.
- Raise awareness of AKF's zero-tolerance policy on safeguarding misconduct by collaborating with HR to conduct briefings and training for staff, volunteers, and representatives on AKF's Safeguarding Policy, Sexual Exploitation, Abuse, and Harassment (PSEAH), and Code of Conduct.
- Provide accessible advice and guidance to managers and staff, ensuring safeguarding measures are integrated into operations.
- Act as a reporting avenue for safeguarding concerns in line with AKF's Safeguarding Policy.

Lead capacity-building efforts on safeguarding:

- Create, support, and nurture a network of safeguarding focal points and trusted individuals in each of the countries.
- Partner with the programme and MERL teams to enhance safeguarding awareness in communities where AKF and Aga Khan Rural Support Programme (AKRSP) operate, supporting the development and implementation of community reporting mechanisms.
- Support programme teams in building partner capacity in safeguarding and plan and conduct training for staff on safeguarding topics.
- Provide support and contribute to the development of global safeguarding systems and procedures.

Ensure safeguarding standards are applied throughout the region:

- Establish a safeguarding implementation plan for the region addressing gaps identified by the external audit and monitor progress against the plan.
- Undertake the review and adaptation of safeguarding procedures in line with the mapping of the local external environment and global AKF guidelines.

Partner with project and proposal development teams:

- Operate as a technical partner on safeguarding matters related to programme design, proposal formulation, and donor compliance.
- Ensure proposals include actions and budgets to prevent and respond to sexual exploitation, abuse, harassment, and other safeguarding matters.
- Review referral pathways and support services annually.
- Work with HR to strengthen recruitment processes to safeguard communities and colleagues.
- Collaborate with MERL and programme teams to establish community-based reporting mechanisms and assess the impact of safeguarding protocols.

Participate in handling safeguarding cases:

- Lead and manage safeguarding cases, providing advice on case assessments, and supporting investigation teams as needed.
- Deliver quality reports, document decision-making processes, monitor ongoing investigations, and track the implementation of recommendations.
- Act as custodian of the safeguarding case register, preparing reports for leadership and stakeholders, enabling transparency, accountability, and informed decision-making.

Skills and Experience

- 10+ years of experience in relevant fields such as law, child rights, gender, child protection, or counselling, with deep knowledge in safeguarding and behavioural change.
- Track record safeguarding or related fields such as child protection or gender-based violence, preferably in international non-profit organisations.
- Experience working in multicultural environments and building trust across all levels of an organisation.
- Experience in safeguarding investigations, with a proven ability to manage sensitive, confidential matters discreetly and effectively.
- Excellent verbal communication, training, and report writing skills in English and Portuguese or Swahili.
- Experience working in the region (Tanzania, Uganda, Kenya, or Mozambique) with a solid understanding of local culture and customs.
- Demonstrates integrity, equity, and respect for diversity with a proactive, self-motivated, and collaborative work style.

Meta Fields