

# HOPE AND HOMES FOR CHILDREN



## JOB ADVERT

*Psychologists/  
Social worker*

# OVERVIEW

Hope and Homes for Children is an international organization recognized globally for its expertise in the field of Deinstitutionalization by placing children including children with disabilities from institutions/ orphanages into families, and family-based alternative care and provides supports to families in crisis to tackle the root causes of family breakdown or child institutionalization.

Hope and Homes for Children has extensive experience in assisting governments in establishing or strengthening child protection systems capable of addressing a range of child protection concerns, such as child neglect, child abuse, child labor, child exploitation, child trafficking, and the root causes of family breakdown.

Thus, Hope and Homes for Children Rwanda is currently looking for a passionate and experienced Social Worker or Psychologist to join the team. This is a unique opportunity to contribute meaningfully to child care reform in Rwanda and help ensure that every child grows up in a safe, supportive, and loving family environment.

- **Position:** Psychologist/Social Worker
- **Place of work:** Based in Kigali but with countrywide travels
- **Staff directly reporting to:** Program Manager

## RESPONSIBILITIES

### ***Reintegration and Case Management***

- Facilitate the reintegration of children and young persons, including those with disabilities; into family-based care through assessments, care planning, and targeted interventions;
- Provide regular follow-up, monitoring, and support for children and young persons including those with disabilities transitioning from institutions to families or independent living.

### ***Community Strengthening and Prevention***

- Identify, train, and approve foster families, including specialized foster care, to support in reintegration and prevent child-institutionalization;
- Initiate and/or strengthen peer support groups for parents, especially those caring for children with disabilities;
- Build the capacity of community actors (IZUs, CVs, and para-socials) to promote inclusive child protection and well-being at the community level;
- Support vulnerable families, including teen mothers and families of children with disabilities, to prevent child-family separation through early identification and referrals;
- Engage local service providers to reinforce community support systems to families including families of children with disabilities;

### ***Collaboration and Partnerships***

- Facilitate collaboration with District officials in HHC operational areas;
- Partner with local leaders and government stakeholders to promote inclusive, community-based child care.

### ***Monitoring, Evaluation, and Learning (MERL)***

- Assess the quality of care for reintegrated children, with a focus on disability inclusion;
- Contribute to documentation of lessons learned, success stories, and best practices;
- Support the Program Manager in annual planning and annual reporting of activities.



## QUALIFICATIONS, EXPERIENCE, AND SKILLS

- Bachelor's degree in Psychology or Social Work;
- Proven experience in psychiatric nursing or special needs education;
- At least 3 years of experience in program implementation within NGOs, especially working with vulnerable people, including children with disabilities, families, groups, and communities;
- Proven oral and written presentation skills, and ability to communicate effectively with different stakeholders;
- Self-organized, proactive in preparation, and uses initiative in response;
- Demonstrated ability to work in a multi-cultural environment and establish harmonious and effective working relationships both within and outside the organization;
- Ability to work under pressure and be solution-oriented;
- Proficiency in computer skills, including internet use and Microsoft Office applications (including Word and Excel);
- Fluency in speaking Kinyarwanda, English is required, fluency in French is an added value.

## CHILD SAFEGUARDING POLICY

The post holder will have frequent contact with children and/or young people on behalf of HHC. Therefore, they must sign the Child Safeguarding Declaration of Acceptance Form and fully comply with HHC's Child Safeguarding Policy. This policy outlines the organization's commitment to preventing abuse and protecting the children with whom it comes into contact. Additionally, the Code of Conduct sets the standards to which all staff members must adhere.

## APPLICATION PROCEDURE

Interested candidates should submit a motivation letter and updated Curriculum Vitae in English, including 3 names of professional referees to ***info@hhcrwanda.org*** . The deadline for receiving applications is June 23rd, 2025, at 02:00 PM. Only shortlisted candidates will be contacted.

Done at Kigali, 09th June 2025