

Rene Moawad Foundation

Productive Economic Inclusion in Lebanon (P180905)

Terms of Reference (ToR) Job Coach Maten + Baabda

Proc Reference: LB-RMF-445621-CS-QCBS

1. Background

Lebanon's compounding crises have had severe implications on the country's human capital. Poverty and vulnerability have increased significantly, with projections from the World Bank suggesting that well over 50 percent of the population were under the national poverty line in 2020. Unemployment has also risen sharply during the crises. Based on a World Bank survey targeting formal firm, one in five workers lost their jobs since October 2019, while 61 percent of formal firms surveyed decreased the number of permanent workers by 43 percent on average. Rising unemployment rates during the pandemic have also reduced household income, affecting their resilience in the face of the crises.

To support households, cope with the crises, the Government of Lebanon launched the Emergency Social Safety Net (ESSN) cash transfer program with financing from the World Bank. The program expands safety net coverage to 150,000 extreme poor Lebanese households that are socially vulnerable. While this will substantially increase the coverage of safety nets in Lebanon, it will not reach the high numbers of households that have gone into poverty during the crisis. At the same time, and in light of severe fiscal constraints in Lebanon, further support is required for households to overcome poverty through the labor market.

In this context of poverty and fragility, the World Bank has selected the Rene Mouawad Foundation (RMF) to act as the Implementing Agency to pilot Productive Economic Inclusion in Lebanon (PEIL) project that provides livelihood support to a selected number of poor households targeting three Cazas. The objective of the pilot is to improve livelihood opportunities for 1,500 households that are current beneficiaries of the ESSN. Therefore, the PEIL Project complements the ESSN program by improving household welfare and resilience through productive economic inclusion. It strengthens sustainable pathways out of poverty by reducing household dependence on government assistance. To achieve the intended objectives of the pilot, the Project is composed of the following three components, based on well-evaluated programs around the world: (1) designing a data-driven economic inclusion program for Lebanon; (2) implementing the pilot program in selected regions; and (3) monitoring and evaluation to quantify the impact and cost-effectiveness of the pilot. Through these activities, the project aims to inform the scale up of an economic inclusion program across Lebanon.

2. Position Overview:

The Job Coach plays a pivotal role in supporting beneficiaries to achieve sustainable self-employment, optimizing their job performance within the framework of the program. This position involves managing a team of a Senior Field Coordinator and a Field Coordinator, engaging with beneficiaries through individual follow-ups to ensure proper implementation of life skills and income-generating activities. The job coach is responsible for tracking field activity progress, reporting results to the Project Manager.

3. Responsibilities:

Training Support:

- Attend all training sessions delivered to participants
- Support in developing participant's self-confidence
- Facilitates cohort groups of participants

Graduation Component tracking:

- Track participants' progress against PI Criteria and identify issues
- Ensure that participants save the minimum amount agreed in savings groups
- Make sure that the transfer of assets is completed within one month after technical skill training
- Assist in the transfer of assets to participants under the asset transfer plan

Reporting/Monitoring:

- Write/submit monthly reports to Project Manager
- Visit beneficiary household based on defined calendar
- Responsible for the quarterly collection of the data on participant- follow-up of the participants according to a defined calendar
- Check the gathered data by the senior field coordinator and the field coordinator in order to track the income generating activities, savings and households wellbeing

Administration:

- Responsible to manage a Senior Field Coordinator and a Field Coordinator
- Ensure that the Senior Field Coordinator and Field Coordinator prepare adequate before household visits or training
- Work closely with the Project Manager to understand PI program and planned activities to orientate the team accordingly

4. Professional skills:

- Demonstrate a strong work ethic and a commitment to working professionally as a member of the team
- Ability to work independently with minimum supervision and maximum accountability
- Ability to travel independently, timely and efficiently for work purposes
- Good communication skills, including written and oral communication skills as well as active and intuitive listening
- Excellent knowledge of English and Arabic; French is a plus
- Share key humanitarian values
- Possess analytical approach
- Possesses organizational skills/ Energetic and tenacious

5. Education and Experience:

- Should be holder of a bachelor degree in social science (preferable) or any or another related field with at least 7 years of relevant work experience
- Experience in NGOs in senior field operations
- Experience in Market Labor needed

6. Duration of the assignment: 17 months

7. Location of the assignment: RMF Ashrafieh Office, Covering Baabda El Metn Area