

## **SALT/YAMEN Service Opportunity**

**Assignment Title & Partner Organization:** SALT/YAMEN: Monitoring and Evaluation Project Assistant – CPN

**Term:** August 17, 2021 – July 21, 2022

**FTE:** 1.0

**Location:** Nairobi, Kenya

**Date Required:** August 17, 2021

Program information and policies can be found at [mcc.org/salt](http://mcc.org/salt) or [mcc.org/yamen](http://mcc.org/yamen)

***MCC is an equal opportunity employer, committed to employment equity. MCC values diversity and invites all qualified candidates to apply.***

### **Synopsis:**

The SALT/YAMENER will serve with the Center for Peace and Nationhood (CPN) by supporting the project officers with project planning, monitoring and evaluation. CPN is the development arm of the Diocese of Nairobi of the Kenya Mennonite Church.

### **Qualifications:**

***All MCC workers are expected to exhibit a commitment to personal Christian faith and discipleship; active church membership; and nonviolent peacemaking.***

***An invitation to an assignment is contingent on the successful completion of a criminal background check.***

- A bachelor's degree in project management, international or community development, social work, communications, or related studies.
- Strong oral and written skills in English.
- Ability to work independently and with excellent organizational, planning, and time management skills.
- Strong interpersonal skills; ability to work in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- Strong computer skills (should be well versed with MS Office, especially Word and Excel and electronic communication).
- Ability to utilize a research-based approach to help identify, assess and manage a variety of social development projects and assist in resolving social issues affecting the well-being and health of individuals, communities and populations at large.
- High level of integrity and ability to maintain a high level of confidentiality.
- Willingness to support project work in crowded informal settlements.
- Willingness to take public transportation to and from work which can be time-consuming and hectic at times.
- Willingness to live in a large city environment with a host family.
- Willingness to attend/participate in a local church.
- Cultural sensitivity and flexibility to live and work in settings with different cultural priorities and values.

### **Assignment Narrative:**

The Center for Peace and Nationhood (CPN) is the development arm of the Diocese of Nairobi of the Kenya Mennonite Church. It envisions a transformed society which enjoys wholesome and dignified life in a glorious relationship with God, nature, and neighbor. All CPN employees are, therefore, expected to exhibit a commitment to personal Christian faith and discipleship; active church membership; and nonviolent peacemaking. At the moment, they are implementing a maternal and child health project with the care group model funded by MCC. CPN is located in Eastleigh which is a neighborhood of Nairobi located just east of the Central Business District.

CPN is looking for a monitoring and evaluation assistant to provide support in the planning, implementing, monitoring, and reporting on their projects in Mathare and other slums in Nairobi. This will include assisting with data collection and analysis and with the systems necessary for doing this effectively. The SALT/YAMENER will also have the opportunity to assist with the implementation of the communications plan to increase the program's visibility on social and mainstream media.

CPN works with underprivileged local communities through sustainable and transformational development initiatives to improve their well-being. Experience with utilizing a research-based approach to help identify, assess and manage a variety of social development projects and assist in resolving social issues affecting the well-being and health of individuals, communities and populations at large would be very helpful in this work. The participant will be expected to work closely with both the project officers and the program officer to assess the operational needs of the project and design an approach for meeting the needs within the stipulated time and budget.

The SALT/YAMENER will want to learn a new language (Swahili) for more effective communication with more people, especially project participants, but in the office, English will be the primary language used.

MCC has been working in Kenya since 1974 and implements projects through local partner organizations in food-security, education, health, and peace. MCC Kenya offers capacity building and funds to help partner organizations to implement their programs. Currently, the MCC Kenya staff composition is seven program staff and two service workers, and in addition, each year there are usually two to three SALT/YAMENERS in the program.

The SALT/YAMENER will work closely with the MCC Kenya Representatives and the Exchange Coordinator who will be in charge of making sure that they are doing well at work and in other aspects of their lives. The MCC Reps and MCC Exchange Coordinator live in Nairobi and work out of the MCC Nairobi office, which is about a forty-five-minute bus ride from Eastleigh where the CPN office is located. The SALT/YAMENER will live with a host family identified before their coming by the MCC office and the partner organization where the participant will be serving. While the MCC Kenya team is spread out, we meet weekly for team devotions and check-in via Zoom and quarterly for meetings in-person to share about our work and other emerging issues in MCC. There is also an annual retreat where the whole team and their families go to relaxing locations within Kenya for team building and to rejuvenate and reflect on the year. While based in Nairobi, the MCC Exchange Coordinator will also stay in regular touch through WhatsApp and email.

#### **Duties:**

- Support project teams in planning and coordinating activities for implementation in the community.
- Assist with project review meetings to assess the project consistency with the goal and assess the progress of the project against indicators and outcomes.

- Assist with coordinating feedback and follow up on actions with those assigned responsibilities to ensure that the tasks agreed to are achieved according to the agreed timelines.
- Assist in the writing, editing, and assembly of various program reports, including drafting weekly notes on program activities and accomplishments.
- Assist in implementing the monitoring and evaluation plan, particularly evaluation and feedback for improvement.
- Participate in field visits to project participants for appreciative inquiry with the participants on the impact of the project in order to inform the PME processes of planning, monitoring and evaluation.
- Assist with the collecting and dissemination of project stories.
- Assist with the implementation of CPN's communications plan to increase the program's visibility on social and mainstream media.
- Assist in grant proposal writing and researching potential donors to work with CPN.
- Attend all CPN meetings and activities.
- Be part of the MCC Kenya team and fully involved in any MCC Kenya staff activities such as team meetings and an annual retreat.

### **Location Description:**

This assignment and the CPN office are in Eastleigh which is located just east of the Central Business District in Nairobi. It is predominantly inhabited by Somali immigrants and has been described as "Little Mogadishu." However, there are also many other immigrants from other countries in the region. These include immigrants from Ethiopia, Eritrea, South Sudan, and Congo. While their numbers may not be as large as that of Somalis, these nationals have made Eastleigh a vibrant melting pot of regional cultures. All of the CPN's fieldwork operations take place in the informal settlements neighboring Eastleigh. These areas include Mathare, Mukuru, Sinai, and Huruma. These are considered the major slums in Nairobi, Kenya with large populations.

The CPN offices are located at the Eastleigh Community Center which is owned by the Kenya Mennonite Church. This Center houses the Eastleigh Mennonite Church and also provides a variety of community services including a library and gym with a basketball court. It is an active location with many different kinds of activities happening simultaneously.

The informal settlements where CPN works are underserved with basic amenities such as electricity, clean water, and toilets. The participant should be ready to work in resource-limited contexts during field visits. However, the offices in Eastleigh have adequate resources. The contact person in the communities also offer support, if needed, while project staff are away for field visits.

MCCers have typically found Kenyans to be hospitable and friendly, and English is spoken by many, especially in urban areas. Geographically, Kenya is an equatorial country in East Africa bordering the Indian Ocean. It had a population of 47.6 million by 2019. The country is home to more than forty ethnic and language groups, with rich and diverse cultural, religious, and social practices. The vast majority of Kenyans are Africans, comprising four distinct linguistic groups: Bantu, Nilotic, Nilo-Hamitic and Cushitic. The country's geography encompasses savannah, lakelands, the Great Rift Valley and mountain highlands. Kenya is also home to wildlife such as the Big Five found in many national parks from Nairobi National Park within the city to the Maasai Mara Reserve, known for its annual wildebeest migrations. There is also Amboseli National Park, offering views of Tanzania's Mt. Kilimanjaro, which at 19,340 feet (5,895 m) is the highest mountain in Africa. One can also go to the coast to enjoy the shores of the Indian Ocean or enjoy the thrill of climbing Mt Kenya and other smaller mountains like Mt Longonot, Kilimambogo, and many others.

In 2019, Kenya's economic growth averaged 5.7%, placing Kenya as one of the fastest-growing economies in Sub-Saharan Africa. The recent economic expansion has been boosted by a stable macroeconomic environment, positive investor confidence and a resilient services sector. However, four-fifths of workers are in the informal economy, and 9.3% of the workforce is unemployed. Kenya's HDI ranking in 2018 was 0.579 which put the country in the medium human development category, positioning it at 147 out of 189 countries and territories.

The weather in Nairobi is mostly sunny with average temperatures of 77 degrees Fahrenheit (25° C). Rainfall is mostly experienced from March to May and from October to December, while the rest of the months are mostly dry. Nairobi is an exciting place to live – it is a large, vibrant, and multi-cultural city with many different kinds of things to do and many restaurants and shops including lots of shopping malls. All major religions are represented in Nairobi, but the majority of people are Christian, so there are many churches representing many different denominations of Protestants and Catholics. Healthcare in Nairobi is of high-quality with many private and public hospitals that can easily respond to emergencies as well as provide routine care. While traffic jams can be a problem in Nairobi, the roads are good with many public transportation options including buses, small taxi “matatu,” and motorbikes.

### **Challenges:**

- The COVID-19 pandemic continues to affect countries around the world. While we remain hopeful that the pandemic will have stabilized by August 2021, to prioritize the well-being and limit risk to our participants and the local community, assessments of each assignment will continue on a regular basis. If it is deemed that an assignment is no longer viable, we will do our best to help you secure an alternative assignment.
- Security is also an issue in these informal settlements, and the participant will need to be vigilant. Despite that, there are respected contact persons in the community who accompany project staff to guarantee their security and relay information about the security situation in the community in case there is any cause for alarm, thereby helping to mitigate security challenges that may occur.
- The candidate will have to use public transportation to get to work and home. During the warm months, it can be a bit uncomfortable and in the rainy months, a bit hectic.
- Like any large city, there is some insecurity in Nairobi, but normal measures can be taken to reduce risk. There is a certain level of insecurity during times of election when ethnic tensions are high. MCC regularly assesses these issues of security but also relies on Kenyan colleagues and neighbors for advice and support. Adhering to advice from MCC, the local partner, and the host family will help to mitigate any threats posed to individual security. The next general election will be in August 2022.
- A large majority of Kenyans hold negative views of LGBTQ+ people, largely perceiving homosexuality as taboo and against cultural values and morality. Leaders within the dominant religions in Kenya—Catholic, Anglican, Pentecostal and Islamic—all publicly condemn LGBTQ+ identity as signs of corruption, disease, and immorality. The Kenya Mennonite Church holds the same view on the issue. Therefore, openly LGBTQ+ individuals will likely find it difficult to find support among those from the local context.
- Managing frustration when things don't turn out as expected can be hard. While we do our best to determine and outline job responsibilities with our local partners, assignments come alive based on the passions, skills, and giftings of an individual. Responsibilities may change or be refined over time in communication with supervisors to meet the ongoing changes and needs within a local context. As such, the greatest characteristics a participant can bring to an assignment are adaptability, flexibility, patience, a willingness to get their hands dirty, and humility to complete even mundane tasks.

- For those who are very task-oriented, it can be a challenge to recognize the importance of "being" instead of always "doing" as building healthy relationships and mutually transformative learning is an important part of the participant experience. We hope participants will come with a desire to walk alongside our local partners, rather than see the assignment solely as a way to "get things done."