



RESILIENCY SPECIALIST

Office Location: Taolagnaro (Fort-Dauphin)

Project End Date: 9/6/2025

JOB DESCRIPTION

Pact Overview

At the heart of Pact is the promise of a better tomorrow. A nonprofit international development organization founded in 1971, Pact works on the ground in nearly 40 countries to improve the lives of those who are challenged by poverty and marginalization. We serve these communities because we envision a world where everyone owns their future. To do this, we build systemic solutions in partnership with local organizations, businesses, and governments that create sustainable and resilient communities where those we serve are heard, capable, and vibrant.

Pact is a recognized global leader in international development. Our staff have a range of expertise in areas including public health, capacity development, governance and civil society, natural resource management, monitoring and evaluation, small-scale and artisanal mining, microfinance and more. This expertise is combined in Pact's unique integrated approach, which focuses on systemic changes needed to improve people's lives.

Project Overview

Pact is recruiting a **Resiliency Specialist** for a 3.5 year, USDOL-funded children labor reduction project in Madagascar –Reducing Child Labor in Mica-Producing Communities in Madagascar. Project outcomes include: (1) increased resiliency of members of vulnerable households in mica-producing communities, (2) increased capacity of government officials to address child labor in the mica supply chain; and (3) increased engagement of non-governmental stakeholders to address child labor in the mica supply chain.

Position Purpose

Reporting to the Project Director, the Resiliency Specialist is responsible for the design and implementation of resiliency strategies during the whole cycle of the project. He/she oversees the identification of resilience challenges and will work closely with the Program and M&E team to implement sustainable solutions for increasing resiliency of vulnerable households, ensuring the successful implementation of livelihoods activities, and strengthening access to and quality of social services, in mica-producing communities.

Key Responsibilities

- Provide technical and strategic support to the Project team on resiliency aspect during the program implementation.
- Develop a strong connection with stakeholders (including the program consortium, the government, and communities) to determine beneficiaries needs and work with local partners to implement resiliency plan incorporating result of research, learning, and best practices.

- Provide technical and strategic support to Pact's work in livelihoods diversification and economic strengthening of the mica mining community.
- Lead Pact's award-winning WORTH micro-finance/community-banking program that provides literacy, numeracy, and micro-/small business/job skills training. Overseeing curriculum management, training for project staff, managing a community of practice of WORTH implementers and developing sustainability options
- Lead all meetings and workshops on resiliency learning and adapt annual work plans and program tool in consideration of resiliency approach suitable for the SHINES program activities.
- Provide mentoring, training, and knowledge transfer of resilience tools and approaches.
- Develop and support awareness of rights, minimum standards, occupational safety and health, discrimination against women and children, abolition of child labor initiatives
- Contribute to the development and review of annual work plans, reports, toolkits, and all technical documentations required by Pact and USDOL.
- Support on editing/reviewing donor reports, collecting success stories and coordinate efforts to identify and document best practice from programming.
- Provide support to anticipate any issues or challenges regarding the community's vulnerability and provide a consistent solution for a short-term, a mid-term and a long-term resolution.
- Provide support to set up a system where M&E indicators reflect pertinent data on resilience and to facilitate program performance measurement, in close collaboration with the Results & Measurement (R&M) Team.
- Provide full support in proposing/drafting of policies and guidance for a sustainable and effective resolution on child labor.
- Attend relevant team and other business meetings.
- Other duties as assigned.

Basic Requirements

- Master's degrees on social science, economy, management or another relevant field.
- Minimum of three years of experience in a position responsible for increasing resiliency of vulnerable households, reducing poverty, and strengthening access to and quality of social services, is required.
- Demonstrated experience working on the issues above in Madagascar is required.
- Demonstrated experience of implementing Village Savings and Loan Association (VSLA) programs and Livelihoods approaches for Women and Youth
- Technical knowledge in Labor rights-awareness of labor rights, discrimination against women and children, child rights and abolition of child labor.
- Experience in, and knowledge of, child rights and child labor issues is highly recommended.
- Experience facilitating trainings and workshops focusing on improving resiliency and livelihoods
- Demonstrated experience collaborating and maintaining strong relationships with government officials, community leaders, and community members is required.
- Experience working on issues relevant to the mining sector of Madagascar is recommended.
- Demonstrated effective interpersonal and creative problem-solving skills.

- Willingness to travel to remote locations.
- Fluency in French and Malagasy is required.

Preferred Qualifications

- Madagascar work experience preferred. Malagasy National preferred.
- Knowledge of English is highly recommended.

All interested candidates are invited to submit their application to:

[**mdgrecruitment@pactworld.org**](mailto:mdgrecruitment@pactworld.org)

including their resume (in English) and cover letter (in English) and indicating the position they are applying for before:

April 25th, 2022.

Review and shortlisting will be done on a rolling basis until such time as a successful candidate has been identified.

Application beyond the deadline is receivable if the position still available.

Pact is an equal opportunity employer and does not discriminate in its selection and employment practices on the basis of race, color, religion, sex, national origin, political affiliation, sexual orientation, gender identity or expression, marital status, disability, genetic information, age, citizenship status, genetic information, matriculation, family responsibilities, personal appearance, credit information, tobacco use (except in the workplace), membership in an employee organization, or other protected classifications or non-merit factors.