

Helen Keller JOB ANNOUNCEMENT

Social and Behavioral Change Lead, Community Nutrition and Health Activity (CNHA)

(Dhaka, Bangladesh)

Helen Keller International is a global health organization dedicated to eliminating preventable vision loss, malnutrition, and diseases of poverty. Co-founded by Helen Keller – and guided by her fierce optimism and belief in human potential – the organization delivers life-changing health solutions to vulnerable families where the need is great but access to care is limited. In the US, Africa, and Asia, Helen Keller’s proven, science-based programs empower people to create opportunities in their own lives and build lasting change.

Background

The purpose of the planned U.S. Agency for International Development (USAID) Community Nutrition and Health Activity (CNHA) in Bangladesh is to improve the nutrition outcomes of pregnant and lactating women and children less than five years old in Bangladesh. The CNHA will address the inequitable nutrition outcomes of the most vulnerable segments of the population through a targeted community-health system strengthening approach.

Scope of the Position

The Social and Behavioral Change Lead (SBC Lead) will lead the design and implementation of evidence-based SBC across multi-sectoral activities to improve nutrition and health under the CNHA. The SBC Lead will have a strong foundation in a range of SBC approaches and methodologies which go beyond messaging and result in community action by addressing change in sociocultural norms, structures, and individual behaviors. The ideal candidate will also have an interest in working across complementary technical sectors, such as food security, capacity strengthening, early childhood development, and gender transformative programming and will be familiar with an adaptive management approach to improve results. The SBC Lead will collaborate with project staff, host country counterparts, implementing partners, and other global stakeholders to ensure expert implementation of project activities.

This position is expected to be based in Dhaka, with regular travel within Bangladesh. This five-year position is contingent on Helen Keller being awarded funding.

Specific Responsibilities

The SBC Lead will be responsible for the following:

- Identify promising innovative SBC approaches, develop program guidance, develop SBC tools, and provide technical assistance in support of nutrition-specific and nutrition-sensitive activities.
- Oversee the design and implementation of an evidence-based SBC strategy and implementation plan for the CNA across intervention areas.
- Design or contribute to research and analysis to develop the SBC strategy(ies), including psychosocial and consumer research and market assessments.
- Actively contribute to the project’s technical direction by developing strategies and partnerships to increase program coverage, visibility, and resource availability.
- Participate in global nutrition networks to represent the CNA’s work and advocate for increased commitments to global nutrition.

- Collaborate with the project's Monitoring and Evaluation Lead to develop tools for monitoring implementation of SBC activities; and carry out other research for effective program delivery.
- Participate in program design and development of implementation activities (strategic planning, program presentation, advocacy and policy meetings), as appropriate.
- Contribute to the development of team (both global and country) work plans and budgets, ensuring consistency with project direction and strategy.

As a Technical Advisor, the position co-supervises project staff within his/her area of expertise and will liaise with donors and partners.

- Model collaboration for the matrixed project team: effectively consult and inform colleagues to maximize efficiency and knowledge sharing and integrate guidance and direction from subject matter experts in your office and elsewhere in the global organization to maximize performance.
- Guide implementation teams to achieve high-quality project deliverables and ensure they meet project objectives and donor requirements.
- Work with staff to achieve goals and ensure accountability to beneficiaries, partners, colleagues and donors by providing ongoing feedback in a context of mutual respect.
- Contribute to recruitment and ongoing supervision and evaluation of program staff in technical area and contribute to an atmosphere conducive to professional growth and development.

Required Qualifications/Competencies

- Master's degree or advanced degree in anthropology, sociology, nutrition, communication, or related discipline; plus
- A minimum of 7 years of experience in international public health programming with an emphasis on SBC in nutrition or health programming or equivalent combination of education and experience.
- Knowledge of and experience with USAID SBC programs, including M&E and reporting requirements.
- Experience overseeing technical quality of SBC activities, especially influencing behaviors across multiple sectors for improved nutrition.
- Experience in capacity building and training.
- In-depth experience undertaking and supporting formative research (qualitative and quantitative) and using findings to inform implementation of activities that influence positive behavior change.
- Demonstrated understanding of a range of SBC approaches and delivery platforms.
- Strong interpersonal skills and experience working in diverse teams and cross-cultural settings.
- Ability to direct multiple long- and short-term activities simultaneously with minimal supervision.
- Demonstrated success in working with local governments and NGO stakeholders.
- Experience fostering new and effective partnerships on an international level including participation in technical advisory groups, international consultations, boards, etc. is a plus.
- Demonstrated ability and affinity for delivering technical assistance in low and middle income countries.
- Experience managing and coordinating staff and partners to achieve results.
- Excellent time management and personal organization skills.
- An ability to work in challenging and changing environments, and to see through challenges to find solutions; an ability to maintain balance when under stress.
- Demonstrable respect for all persons regardless of religion, ethnicity, class or gender, with a high comfort level working in a diverse environment with a demonstrated commitment to high professional ethical standards.
- Excellent written and oral communication skills in English; fluency in Bengali is advantageous.
- Experience working in Bangladesh is highly desirable.

To Apply

Qualified candidates should submit a cover letter and resume to hki.recruitment@hki.org. Applications will be accepted until the position is filled.

**In the spirit of our founder and namesake, Helen Keller
is dedicated to building an inclusive workforce where diversity is fully valued.**

We are an Equal Opportunity Employer where all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, age, sexual orientation, gender identity, genetic information, disability, or protected veteran status.

We are committed to providing reasonable accommodation to individuals with disabilities. If you are a qualified individual with a disability and need to request an accommodation during the application or interview process, please contact us at the email above or call: +1 646-356-1789.