

The Job Qualifications are the following:

Areas of Competence	Requirements
1. Experience	<ul style="list-style-type: none"> A. Must have at least 5 years of experience in working directly with children. B. Preferably, must have at least 3 years of work experience working in a mid-level management position of a Mindanao-based local child rights or child-focused organization.
2. Education and Training	<ul style="list-style-type: none"> A. Completed at least a four-year degree that is relevant to child rights and human rights work, such as but not limited to psychology, sociology, community development or any social studies related course. A master degree in the same fields is an advantage. B. Preferably, has undergone intensive training on child participation and child safeguarding and child rights programming. C. Training on Protection from Sexual Abuse and Harassment (PSEAH), is an advantage.
3. Knowledge	<ul style="list-style-type: none"> A. Advanced level of understanding on child rights principles and concepts, as contained in international child rights instruments and in national laws. B. Advanced level of understanding on child rights programming, child participation, child rights advocacy and network management. C. General national situation and child rights and human rights context in the country. D. Basic financial Management E. Basic Training on Child Safeguarding and basic accreditation on Protection from Sexual Exploitation Abuse and Harassment (PSEAH) F. Donor relations G. Emergency response and humanitarian aid and child protection in emergencies (CPIE) H. Organizational development and programme management for NGOs or human rights organizations I. Integrated Community Development Program
4. Skills	<ul style="list-style-type: none"> A. Proficient in written and oral English and in Cebuano. Ability to speak another language spoken in Mindanao is an advantage. B. Project cycle management, including participatory project planning, implementation, monitoring, accountability, evaluation, analytical skills and lesson utilization. C. Conflict resolution and problem solving, applies the do no harm principle. D. Able to communicate with government representatives, NGO partners, and children and youth. E. Able to work in a team and follow instructions on delegated tasks. F. Able to work with people from different cultures. G. Basic organizing and facilitating of trainings and group activities for children and youth. H. Designing training programme, modules and capacity building activities. I. Communication, advocacy, and networking and alliance building J. Fundraising
5. Attitude	<ul style="list-style-type: none"> A. Committed to child rights and human rights. B. Independent and proactive in initiating and developing own ways and strategies to complete tasks and responsibilities, with minimal supervision. C. Confident to constructively give and receive feedback. D. Is consultative and participatory in management. E. Is gender-sensitive. F. Able to work in a team and follow instructions on delegated tasks. G. Child-sensitive and can work with children from different age groups. H. Able to work with people from different cultures.