



Vacancy Announcement

Social Worker

Position title: Social Worker

Reporting to: Regional Manager

Location: Tsumeb

Contract type: Fixed term /Fulltime

PURPOSE:

The Social Worker is responsible for coordinating all the activities related to child and youth care and protection and is responsible and accountable for the overall development of children and young people under alternative care, ensuring that the procedures for placement and departure of the children into and from SOS Children's Village programmes are adhered to. S/he provides advise, guidance and support to the location staff and Caregivers, and works closely with them to plan appropriate programmes for the development of children and young people. The Social Worker must ensure that each child and young person receives appropriate care, education and health services. The Social Worker serves as the focal person for Child and Youth Safeguarding.

PRIORITY TASKS AND RESPONSIBILITIES:

- Assess and evaluate cases put forward for placement in the SOS Children's Village's alternative care models and, enforce proper gatekeeping procedures and guidelines for alternative care and leads the Placement Committee
- Facilitates responsible reunification and re-integration of children and young people in collaboration with relevant stakeholders
- Formulates, updates and/or recommends policies and procedures governing the care reforms in line with the government and SOS's guidelines and priorities.
- Ensures and encourages the participation of the children and youth in developing programs especially in need assessment undertakings and planning
- Advises caregivers to take care of hygiene conditions of each family house and the compound at large and implementing primary health care principles including nutrition.
- Responsible for overall coordination and management of mental health and psycho-social support, SRHR activities that improve the quality of life and well-being of Caregivers, children and young people through direct practice, policy development, organizing communities and outreach and crisis intervention.
- Collaborates with different external offices on matters of common concern for the provision of better services for the children, attends workshops, trainings and meetings as such
- Raise awareness on Child and Youth Safeguarding and Protection at the program location and serve as a focal person for safeguarding



- Develop a local strategy and action plans for Child and Youth safeguarding implementation and leads the child and youth safeguarding committees.
- Respond to all reported child and youth safeguarding concerns and incidents at the Programme Location as stipulated in the SOS Child and youth Safeguarding reporting and responding procedures as well as the Child Care and Protection Act No. 3 of 2015.
- Conduct local CS mapping and risk assessments for the programme location and promote preventative measures for child care and protection.

MINIMUM REQUIREMENTS:

- A Degree in Social Work
- Valid Driver' License
- Must be appointed as a designated Social Worker (or in the process) according to the Child Care and Protection Act No 3 of 2015.
- Good communication and interpersonal skills
- Relevant work experience in the field of Social Work.
- Willing to travel locally.
- Knowledge and experience on working with children.
- Knowledge and experience in child protection and alternative care will be an added advantage.
- Must be registered with the Health Professions Council of Namibia.

Important notice

The Social Worker has the option to reside on the SOS premises if desired, allowing for the inclusion of their spouses and children, should they choose to reside together.

How to apply:

SOS Children's Villages Namibia is an equal opportunity employer, and we encourage applications from candidates of all backgrounds to apply. To apply, please send your updated CV with three contactable references, supporting documents and a cover letter to recruitment.hr@sos-namibia.org by **05 December 2025**

SOS Children's Villages has zero tolerance neither for sexual exploitation, harassment, and abuse nor for fraud and corruption, amongst other safeguarding aspects. We also provide equal employment opportunities to all employees & qualified applicants without regard to race, colour, religion, gender, national origin, age, disability, marital status, or class. SOS Children's Villages complies with all applicable laws governing non-discrimination in employment."

This position involves working with an INGO committed to children and human rights and is subject to strict safer recruitment checks. The successful candidate will be required to complete safer recruitment checks including police and reference checks to help verify their suitability to work for SOS CV. In addition to candidates' ability to perform the duties of the post, the selection process will also delve into the candidate's motivation and approach towards safeguarding.