

Volunteers Engaged in Gender Responsive Technical Solutions (VETS)
VOLUNTEER PLACEMENT DESCRIPTION

Volunteer Position Title	Human Resources Advisor
Country	Kenya
Partner Organization	Mukurwe-ini Wakulima Dairy Cooperative Ltd (MWDL)
Placement Location(s)	Mukurwe-ini, Nyeri County
Duration of placement	1-2 months
Planned Start date	As soon as possible
Eligibility requirements	Open to Canadian Citizens and Permanent Residents of Canada only.
Language Requirements	<input type="checkbox"/> English Will the volunteer have the support of a local translator for some of their duties? <input type="checkbox"/> Yes
Placement objective and volunteer role and responsibilities	<p>As a Human Resources Advisor based in Nyeri, Kenya, you will support Mukurwe-ini Wakulima Dairy Limited to review and develop their Human Resources policies, procedures and corporate governance standards.</p> <p>As part of your role, you will:</p> <ul style="list-style-type: none"> • Assist in reviewing the Human Resource Manual and the gender and sexual harassment policies • Promote Gender equality by supporting the HR team to train staff on Gender and Sexual harassment policy • Offer trainings, share best practices and build capacity of staff members, particularly the extension officers on gender inclusion when working with farmers • Promote good governance and human rights practices by training the Board of Directors on corporate governance • Ensure an environmental and sustainability climate action lens is applied throughout the placement by integrating climate friendly solutions and activities where applicable during the placement. • Participate in pre-assignment training • Submit reports as required by the partner organization and by VWB
Professional experience and skills	<p>Required skills and experience for the placement:</p> <ul style="list-style-type: none"> • Degree and/or relevant experience in Human Resources, corporate governance, gender or a related field. • Minimum two (2) years relevant professional experience in your field of expertise

	<ul style="list-style-type: none"> • A commitment to gender equality, One Health principles, and international volunteering • Flexibility, adaptability, excellent interpersonal skills and cultural sensitivity • Experience with group facilitation and trainings, including content development considered an asset • Experience living and working internationally considered an asset
Working conditions	<p>Physical requirements required for the placement</p> <ul style="list-style-type: none"> • Stairs in the office (up to 4th floor) no lifts available • Some travel to the field through bumpy, gravel roads

Support Package
<p>VWB offers you an incredible experience to take part in an international volunteer experience where you will expand your personal and professional skills while contributing to global development. VWB commits to supporting you throughout your volunteer journey and will cover the majority of the costs involved in being an overseas volunteer, including:</p> <ul style="list-style-type: none"> • Pre-departure training • In-country orientation upon arrival in country of placement • Return airfare to placement country • Visa/permit costs • The cost of required for vaccinations and anti-malarial medication • Overseas emergency travel health insurance • A monthly living allowance (MLA) that will be paid into the volunteer's bank account in Canada. The MLA is designed to be sufficient to cover simple housing, basic food requirements, and other typical monthly living expenses. • Debrief after the placement
Fundraising
VWB encourages each volunteer to raise funds towards the organization's operations.
About Veterinarians Without Borders
<p>In the global south, more than 90 per cent of food animals are raised by subsistence farmers yet these small-scale livestock producers, the majority of whom are women, have very limited access to quality and affordable animal health services. Aside from the risks associated with the loss of valuable livestock who provide important protein and/or income for poor households, zoonotic diseases that can be passed from animals to humans offer a very real threat to human health on a wider scale.</p> <p>Veterinarians without Borders/Vétérinaires sans Frontières (VWB) works for, and with, communities in need to foster the health of animals, people and the environments that sustain us. VWB works nationally and internationally to train animal</p>

health workers, increase food security, and improve animal & public health. VWB provides overseas volunteer placements for veterinarians and other animal & public health professionals.

About the Project: Volunteers Engaged in Gender Responsive Technical Solutions (VETS)

Volunteers Engaged in Gender Responsive Technical Solutions (VETS) is a seven-year (2020 to 2028) Volunteer Cooperation Program funded by Global Affairs Canada. VETS will engage 190 volunteers who will support local partner organizations in Ghana, Kenya, Lao PDR and Cambodia. Volunteers will help create integrated animal health systems to increase the livelihoods and household nutrition of small-scale farmers.

The VETS program utilizes the skills of volunteers to build local partner capacity to support community members, primarily women, to reduce poverty. Through improved production of livestock and crops, volunteers help improve family income and nutrition. The VETS program is built around the One Health concept, which recognizes that the health of people, animals, and the natural environment are interconnected. This project promotes the production of more and better food and increased incomes from livestock, all the while promoting land rehabilitation and conservation for sustainable development.