

Master Trainer

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Phone :

Web :



مؤسسه
انکشافی و اجتماعی رازی
RSDO

Job Summary

Vacancy :

Deadline : Jul 07, 2025

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Employment Status : Full Time

Experience : Any

Salary :

Gender : Any

Career Level : Any

Qualification :

About Razi Social Development Organization (RSDO):

• Introduction to RSDO

Razi Social Development Organization- RSDO is an Afghan NGO founded on April 11, 2008, and registered with the Ministry of Economy in Afghanistan. It was established in Herat city but then set up sub-offices in Ghor, Badghis, Farah and Daykundi provinces by delivering social development services to vulnerable and marginalized people in remote communities.

• RSDO's Background

RSDO firstly initiated the primary activities in 2002 under the name of "Abu Hanifeh Orphan High School", assisting orphan children who lost their parents and families during the long-lasting war in Afghanistan to learn and build their future. Later on, with the financial support of the Japan Embassy, we constructed a high school building for orphans and expanded the activities of orphans with the support of HELP Germany as well. Throughout years of hard work, RSDO slowly developed and now has functioning offices in all west zone provinces of Afghanistan with more than 200 staff.

• RSDO's mandate

RSDO's mandate is delivering humanitarian assistance to vulnerable households in the west zone provinces of Afghanistan through the financial support of the UN and International Organizations.

RSDO's Mission

RSDO dedicated all efforts to contribute in none violent, developed, and prosperous Afghanistan where both men and women live and respect each other through running services in the sector of women empowerment, education, agriculture, capacity building, and livelihood.

RSDO's Vision:

RSDO's vision is an Afghanistan without illiteracy. We envision that all Afghan children (girls and boys) have easy access to high-quality education that affect their lives and provide the means of development.

Job Description:

Master Trainer who will effectively train and mentor current and new staff across implementing partners (IPs) and extenders, thereby enhancing the quality and reach of child protection services.

- Design and deliver comprehensive training programs on social work practices and child protection.
- Develop and adapt training materials based on adult learning principles.
- Facilitate training sessions, workshops, and refresher courses for social workers and related personnel.
- Assess and evaluate trainees' performance and training effectiveness.
- Provide mentorship and coaching to new trainers and social workers.
- Coordinate with program and M&E teams to track training outputs and outcomes.
- Integrate cultural competence and inclusiveness in training delivery.
- Regularly update training content in alignment with new policies, tools, and emerging needs.
- Report regularly on training progress, challenges, and lessons learned.
- Recognize and respect by peers in the social work and protection community
- Ability to tailor training to various learning styles and incorporate feedback.
- Demonstrated engagement in continuous learning and skills enhancement.
- Experience in mentoring junior staff or trainers; strong leadership qualities.
- Sensitivity and respect for cultural diversity; ability to integrate cultural awareness in training.
- Solid grasp of adult learning principles and methods.
- Skills in assessing trainee performance and evaluating training impact
- Proficiency in using case studies, role plays, and interactive tools for effective training.
- Knowledge of national child protection and social welfare systems
- Provide technical support and supervision to case workers/social workers in line with the national CP case management guidelines.
- Regularly review open cases, ensure all documentation is accurate, updated, and filed appropriately.
- Facilitate and support case review meetings and case conferences for complex cases.
- Coordinate and liaise with other service providers, local authorities, and community leaders for effective referral and service mapping.
- Support the rollout of child protection information management systems (e.g., CPIMS+/Primer).
- Familiarity with the CPIMS+ and confidentiality/data protection standards.
- Excellent interpersonal and communication skills.
- Ability to work in a multicultural environment and travel to field sites.
- Strong computer literacy (MS Word, Excel, databases).
- Strong organizational and analytical skills.
- Team player and ability to work under pressure.
- Respect for diversity and sensitivity to gender, ethnicity, and disability issues.
- Commitment to child protection and safeguarding principles.
- reportable to the Regional CP Manager and coordinate closely with the Learning & Development and Case Management teams.
- Work closely with the CP Coordinator/Manager to build staff capacity through training, coaching, and mentoring.
- Any other tasks assigned by the line manager.

Job Requirements:

Education & Qualification

- B.A. in social sciences / related field from the reputable Universities
- Ability of communication written and verbal
- Ability to talk in Pashtu and Dari + fluent in English

Years of Experience

- Relevant experience of 3 years or more in operational experience/ coordination in the field
- Experience in community-based assistance and participatory community actions
- Previous experience with NGOs in Afghanistan in related field

Submission Guideline:

Interested qualified candidates can apply by sending their updated CV and Cover Letter to the following email address not later than July 10, 2025 - jobs@rsdo.af

Please indicate the position title, location and Vacancy Number in the Subject Line; otherwise, your application will not be considered..

Submission Email:

jobs@rsdo.af

Education & Experience

Must Have

Educational Requirements

Compensation & Other Benefits
