



EMPOWERING COMMUNITIES TO END GENDER-BASED VIOLENCE

Vacancy Advert

Role title	Centre Midwife
Reports to	GBV Response Supervisor
Location	Kenema
Contract Duration	12 months
Annual Basic Salary	Attractive
Contract Duration	12 months with the possibility of extension based on the availability of funding
About Rainbo Initiative	<p>Rainbo Initiative (RI) is a trusted and reliable anti-sexual violence organisation dedicated to providing free medical treatment and psychosocial support to survivors of sexual and gender-based violence (SGBV), creating just and safer communities that promote equal opportunities for all. With over 16 years of experience providing free medical treatment and psychosocial services, RI operates 7 Rainbo Centres in Sierra Leone, which have served more than 50,000 people over the years.</p> <p>Over the past 16 years, RI has evolved from being a project to a leading national NGO that is a respected provider of SGBV services and related data. Many actors, including the Government of Sierra Leone, local authorities, partner NGOs (such as Save the Children, Plan International, and World Vision), and donors (like the EU, Irish Embassy, FCDO, Comic Relief, and USAID), have recognized and supported that journey.</p> <p>For more information on Rainbo Initiative, please visit: www.rainboinitiative.org</p>

<p>Background</p>	<p>The Spotlight Initiative is a global partnership between the European Union and the United Nations aimed at eliminating all forms of violence against women and girls (VAWG). The EU/UN Spotlight Initiative Programme in Sierra Leone will be addressing gender-based violence (GBV) through legislative reforms, service provision, and community engagement.</p> <p>Under the EU/UN Spotlight Initiative, Rainbo Initiative (RI) and its partners will leverage the insights from both the EU Spotlight Initiative baseline and the impact assessment reports to improve support for survivors, strengthen response systems, and ensure they are more effective, accessible, and safer.</p> <p>RI in collaboration with other partners will work on Specific Objective C, which focuses on ensuring that women and girls who experience violence and harmful practices can access essential services that are available, accessible, acceptable, and of quality, including services for long-term recovery from violence. This objective will be implemented by the United Nations in its entirety, supported by RI and other partners.</p>
<p>Main Responsibilities</p>	<p>Reporting to the Rainbo Centre Response Supervisor, the Centre Nurse/Midwife/Counsellor will deliver integrated clinical and psychosocial care services to survivors of GBV. This position combines medical assessment and treatment with psychosocial support, ensuring a holistic and compassionate approach. The role also supports external referrals, service quality assurance, documentation management, and coordination with partner agencies.</p> <p>Below is a summary of key accountability areas or key performance indicators:</p> <p>1. Clinical Care</p> <ul style="list-style-type: none"> • Provide initial medical assessments, emergency treatment, and follow-up care to survivors of sexual and gender-based violence. • Assist the Centre doctor with forensic examinations and the completion of medical reports essential for legal proceedings. • Manage the Centre’s pharmacy: ensure proper storage, inventory management, timely requests for supplies, and monitoring of expiry dates. • Maintain complete and accurate medical records and reports in line with confidentiality and safeguarding standards. <p>2. Psychosocial Support</p> <ul style="list-style-type: none"> • Deliver trauma-informed psychosocial counselling to survivors, promoting emotional healing and recovery. • Provide information on available services, coping strategies, and options to empower survivors in decision-making. • Conduct follow-up sessions and home visits where necessary, in collaboration with the counselling team. • Engage survivors’ families, where appropriate, to build supportive environments for recovery. <p>3. Service Quality and Accountability</p>

	<ul style="list-style-type: none"> • Ensure all services are survivor-centered, confidential, respectful, and culturally appropriate. • Obtain and document informed consent before providing any services. • Support feedback mechanisms to continuously improve service quality, including survivor satisfaction surveys. <p>4. External Coordination and Referrals</p> <ul style="list-style-type: none"> • Strengthen and maintain referral pathways with external agencies, including hospitals, police (FSU), legal aid services, and shelters. • Participate in external meetings, capacity-building sessions, and awareness-raising activities. <p>5. Administrative Support</p> <ul style="list-style-type: none"> • Maintain organized, confidential, and accurate client records and reports. • Support Centre logistics, procurement requests, and monthly reporting as directed by the response supervisor. • Assist in maintaining a safe, survivor-friendly, and confidential environment at the Centre. <p>6. Additional Duties</p> <ul style="list-style-type: none"> • Support Centre and organizational events such as sensitization campaigns, trainings, and stakeholder engagements. • Perform other duties as required, sometimes involving work on weekends or public holidays, with appropriate compensation.
Other Skills	<p>Essential:</p> <ul style="list-style-type: none"> • Qualified and registered Nurse or Midwife with at least 2 years of post-qualification experience. • Experience providing direct services to survivors of GBV, including both medical and psychosocial support. • Training in trauma-informed care, psychosocial counselling, and GBV case management is an advantage. • Excellent understanding of survivor-centered care principles and gender-sensitive programming. • Ability to work empathetically and respectfully with survivors of all ages and backgrounds. • Strong communication and interpersonal skills, with the ability to collaborate effectively with multi-sectoral partners. • Proficiency in written and spoken English; knowledge of local languages is an asset. • Basic computer skills (Word, Excel, Email) are required. • Experience in NGO or humanitarian settings is desirable.
RI Values	<p><i>The successful candidate should strive to live in the RI values.</i></p> <ul style="list-style-type: none"> • Locally Driven – We believe in the power of communities to identify lasting solutions that resonate with their unique socio-cultural context in addressing SGBV. We therefore inspire communities to dialogue and act to fight SGBV in their localities.

	<ul style="list-style-type: none"> • Inclusion – We are dedicated to providing age-appropriate services to everyone who needs our services irrespective of age, religion, and sexuality. • Survivors Solidarity – We stand and work together with survivors for a fairer, just and supportive society. We include survivors in our governance and programming. We connect with them and promote initiatives that promote their well-being, rights and efforts to amplify their voices to find lasting solutions for a safer society. • Trust – We know that the people we work with trust us. We will never compromise such trust and will ensure the people we work with continue to compromise such trust and will ensure the people we work with continue to rely on the character of our employees and the organisation. We are accountable, open, and transparent with our resources and to ourselves, survivors, partners and donors for everything we do. • Evidence-Based – We are data-driven, and we continuously seek best practices to improve our work. We pride ourselves in gathering evidence to inform and shape our intervention and to shape policies and practices. • Network & Partnership – We reach out, collaborate, and build trusted and mutually beneficial relationships with the government, partners, donors, survivors, women’s groups, religious bodies and the community to increase our voices, investment and supportive environment for a society free of SGBV. • Excellence - We each do our best to deliver excellent services and programming. We support our staff in their professional development. • Respect - We respect the wishes and choices of our survivors, partners, and staff. We maintain the dignity of SGBV survivors and facilitate a stronger sense of self-esteem among our staff and survivors. We hold our values in high esteem and always maintain confidentiality in dealing with SGBV survivors. <p>“LISTENER” - Rainbo Initiative empowering communities to end Gender-Based Violence.</p> <p>In addition to our values, we hold safeguarding at the centre of our work; we ensure that our board, staff and partners uphold safeguarding in all that they do. We strengthen our approach to safeguarding and ensure that all those we serve, especially children, young people and vulnerable adults, are safeguarded from abuse, harm and neglect.</p>
How to apply	<p>Interested candidates should submit their applications, including a cover letter detailing their motivation for this position and a copy of their most recent CV, to: jobs@rainboinitiative.org and copy esther.s@rainboinitiative.org The deadline for applications is Monday 3rd January 2026.</p>