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**Terms of Reference for the engagement of an Occupational Therapist**

**1.0** **Background**

Persons with Disabilities (PWDs) make up 13% of the population, with women constituting 58% of this group. The most prevalent disabilities are related to sight (32.6%), walking (26.5%), hearing (15.0%), and cognition (12.0%). PWDs face significant marginalization, impacting their right to dignity and social inclusion.

Libumba Inclusion Initiative in collaboration with UNFPA and EU is implementing a home based programme to improve the lives of Children with Disabilities (CDWs) in Eastern Eswatini. The overall objective of the programme is to empower children with disabilities and their primary care-givers in Mambane, Maphungwane and Tikhuba areas.

**2.0 Purpose of the Role**

To provide therapeutic support to children with disabilities and Libumba Community Disability Workers (CDWs) in the delivery of home-based support services as well as provision of guidance on case management of the Libumba clients.

**3.0 Key Responsibilities**

1. Assess clients’ physical, emotional, and social needs.
2. Develop personalized treatment plans to help clients achieve their goals.
3. Teach clients, their families and their CDWs how to use tools, equipment, or strategies to make daily tasks easier.
4. Work with families or caregivers to support clients’ progress.
5. Provide training and workshops to CDWs and partner organisations on occupational therapy topics.
6. Keep clear and accurate records of client assessments, treatment and progress.
7. Work as part of a team with other stake holders and professionals, such as doctors, social workers, or educators to promote the wellbeing and inclusion of children living with disabilities.
8. Help to create awareness about disabilities and promote inclusion in the community.
9. Assist with project and fundraising planning and management.

**5. Qualifications and Experience**

* Bachelor’s degree in Occupational Therapy or Physio Therapy.
* Registration with a recognized health professions board.
* At least 3 years of experience working as a physical therapist.
* Experience working with pediatrics, especially in rural or low-resource settings.
* Experience of working in a team setting.

**6. Skills and Competencies**

* Strong communication and interpersonal skills.
* Ability to adapt therapy methods to different needs and environments.
* Problem-solving and critical thinking abilities.
* Empathy and patience when working with clients and families.
* Strong organisational and administrative skills.
* Adequate computer skills.
* Excellent organizational skills
* Valid driving license

**7. Working Hours**  
The Occupational Therapist will work for 3 days (24hours) per week.

**8. Contract Duration**  
This is a two year contract, with the possibility of renewal based on performance and funding.

**9. Location**  
The position is based in Siteki, Eswatini, with travel to the nearby areas of Maphungwane, Tikhuba and Mambane.

**10. Compensation**  
Compensation will be in line with NGO salary scales in Eswatini.

**11. Application Process**  
Interested candidates should submit their CV, cover letter, and relevant certificates to Helene.libumba@gmail.com. The deadline for submission of applications is **7th March, 2025**