



We design, develop, and deliver catalytic solutions that build resilience so that children, families, and communities can flourish.

VACANCY ANNOUNCEMENT DEVELOPMENT FACILITATOR

ABOUT FH

FH Association Rwanda (Food for the Hungry) is an International Christian Relief and Development organization with a value proposition “We design, develop, and deliver catalytic solutions that build resilience so that children, families, and communities can flourish”. FH Rwanda has been implementing integrated relief and development projects in Rwanda since 1994. FH Rwanda operates in Ruhango, Muhanga, Gatsibo, Nyagatare, Ngororero, Karongi and Rulindo districts. Our Head Office is located at Umuyenzi Plaza, 2nd Floor, Kisimenti – Remera.

FH Rwanda has adopted an integrated programming model UNLOCK (Resilient Systems, Flourishing Communities) through various specializations: Asset creation, Productive learning, Mental Health & Physical Wellbeing and Disaster Risk Reduction.

FH CULTURE

All we do, and how we do it, seek to promote God’s beauty, goodness, and truth in a broken world. As such, we are defined by our ability to make people’s lives measurably better; our ability to deliver impact is the measure of our collective success. For we know that we are God’s handiwork, created in Christ Jesus to do good works, which God has already prepared in advance for us to do. At Food for the Hungry, we operate under a set of values called Heartbeat Values.

We are seeking to hire a qualified, dedicated and experienced “**DEVELOPMENT FACILITATOR**” to be based in one of our Area Programs. The jobholder reports to the Area Program Lead.

SUMMARY OF THE POSITION

The Development Facilitator will manage and nurture relationships with shareholders and other key stakeholders within AP target communities; co-facilitate community led system sensing (system’s mapping); and co-create and deliver solutions that build resilience. By strategically aligning value exchange efforts with FH’s mission, the facilitator plays a crucial role in enhancing both the impact and sustainability of FH’s initiatives.

MAIN KEY RESULTS

1. Community Engagement



- Facilitate meaningful conversations with shareholders to understand their needs, challenges, and aspirations.
- Facilitate and equip shareholders to guide the program's direction.
- Mobilize shareholders, encouraging active participation and ownership of initiatives that enhance their well-being, development, and system transformation.
- Organize and align community efforts, ensuring that various stakeholders work harmoniously to achieve shared goals and maximize impact.
- Support and nurture emerging community leaders, empowering them to take ownership of the local initiatives and drive system transformation.

2. Value Exchange Relationships

- Facilitate relationships and coordinate activities in a way that the value exchange between FH and shareholders is clear, equitable, and mutually beneficial, and so that all shareholders, especially children and their caregivers, understand the value they receive from FH's involvement in their communities.
- Ensure inclusive and equitable participation of the most vulnerable persons/communities.

3. Community Led Systems Sensing and Systemic Solutions

- Facilitate the engagement of children and caregivers in the solution designing process to ensure their needs are addressed to improve development outcomes.
- Collaborate with the AP Manager, Program Coordinators, and community to identify and understand systemic challenges and opportunities for change.
- Facilitate the engagement of children and caregivers in the solution designing process to ensure their needs are addressed to improve children's development and learning outcomes.
- Ensure that systemic interventions are locally driven and culturally appropriate.
- Support the implementation of community-led solutions and facilitate the engagement of children and caregivers in appropriate programming.
- Empower shareholders to foster ownership and sustainability.

4. Partnerships and Collaboration

- Establish and maintain partnerships with local organizations, government entities, and other stakeholders to enhance program delivery and impact.
- Work collaboratively with local partners to align efforts, share resources, and achieve common goals, fostering a spirit of cooperation and mutual support.
- Foster and manage partnerships that enhance program effectiveness and sustainability.
- Manage, supervise and build capacity of program volunteers in adherence with FH Volunteer Guidelines.

5. Programmatic Reporting and M&E

- Collect data to monitor program performance and impact, ensuring that data is accurate, timely, and relevant.

- Use the M&E system to track progress, identify areas for improvement, and inform decision-making.

6. Organizational Culture

- Champion the promotion of FH culture, mindsets and behaviors.
- Exemplify and advocate for FH's Culture in all interactions, serving as a role model.
- Lead the integration of faith-based principles into Value Exchange processes fostering a holistic approach to development.
- Perform any other duty that may be assigned from time to time by the supervisor

JOB REQUIREMENTS

- Bachelor's degree or equivalent in Agriculture related field (Crop production, Agribusiness, Soil management, Agriculture mechanization, etc)
- A minimum of 3 years of experience in a community facilitation role and stakeholder engagement, or community development or relationship management, preferably in an NGO or development context.
- Valid Driving license Class A is a **MUST**

OTHER ESSENTIAL REQUIREMENTS

- A vibrant personal relationship with Jesus Christ, a Christian commitment to serving the poor, and full agreement with FH's Christian beliefs.
- Excellent communication and interpersonal skills, with the ability to engage effectively with a diverse range of stakeholders.
- Strong understanding of community development, child sponsorship models, program coordination, and the importance of value exchange in stakeholder relations.
- Basic understanding of monitoring and evaluation.
- Strong facilitation skills in working with community groups.
- Knowledge of regulatory and compliance requirements related to donor relations and international development.
- Computer application skills mainly MS Office, and data management

HOW TO APPLY

Interested and qualified candidates should fill in the Job Application Form and attach their cover letter and updated CV/Resume with three professional referees (including email address and day telephone contacts), not later than **Monday 6th July 2026 by 5.30 pm** using the following link: <http://105.179.7.34/fhrwjobs>

Note:

- Only short-listed candidates will be contacted
- If any issues are experienced, please contact us separately at rwanda@fh.org

FH Safeguarding Policy

FH strives to provide an environment free from sexual exploitation and abuse and harassment in all places where relief and development programs are implemented. FH holds a zero-tolerance policy against sexual exploitation and abuse and harassment. FH expects its employees to maintain high ethical standards, protect organizational integrity and reputation, and ensure that FH work is carried out in honest and fair methods, in alignment with the FH Heartbeat and safeguarding and associated policies. Violations to stated policies will be subject to corrective action up to and including termination of employment.

Done at Kigali on 22nd June 2026.

