

| Title / Duration / Visa | Partner / Location |
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| <p>Felm Volunteer for Disability Inclusion work in Cambodia</p> <p>3-5 months, Jan-May 2020 Ordinary Visa (E-class visa)</p> <p>Felm tutor: Emma Holmström and/or Rowan Clusker</p> <p>Partner tutor: Several</p> | <p>The volunteer will work together with Felm’s Cambodian development partners, International Cooperation Cambodia (ICC), First Step Cambodia (FSC), Mlup Russey (MRO), Church World Service (CWS), Chab Dai Coalition; as well as the Lutheran Church in Cambodia.</p> <p>The volunteer will be based in Phnom Penh, with travel to provinces including country side.</p> |

| Objective and duties of FELM Volunteer | Short description of the tasks |
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| <p>Work together with Felm staff and Cambodian partners to improve disability inclusion in Felm supported work in Cambodia.</p> <p>Help Partners to understand and respond to Felm planning and reporting requirements on Disability Inclusion.</p> <p>Work with Felm partners to raise awareness and knowledge about disabilities and special needs of disabled people.</p> | <p>Field visits to observe each Partners’ work on the field and to learn about the context of that work. Debrief with observations of issues relevant to disability inclusion and provide practical recommendations to improve inclusion.</p> <p>Convene a round table discussion for all partner organisations to discuss experiences and challenges related to disability inclusion in their work.</p> <p>Based on Partners context and existing capacity, conduct training to staff members and other key people on disability inclusion. Training should cover at least practical questions such as:</p> <ul style="list-style-type: none"> - What is disability? - What are different types of disabilities, including non-visible and mental disabilities? |

- Technical advice: How can we find the people with disabilities in the communities we work in? What challenges do people with different disabilities face? How can people with disabilities be better included in Felm-supported projects and in society in general?

Work with Partners to create a training about disability that can be used with beneficiaries and duty bearers at community level (with material such as power points etc).

Work with Partners management to:

- Strengthen understanding of Felm requirements on disability inclusion as a cross-cutting issue in project planning, implementation and reporting.
- Revise or create a formal disability policy if required.

Work with Partners' staff to help build their capacity through more technical support at implementation level by

- **Supporting Social workers working with foster care families and services** to see the special needs of children with different disabilities; give them tools to engage children with disabilities and to raise the awareness of Foster families on disability issues.
- **Support trainers working with the police on human trafficking** to include disability inclusion in training to the police.

Competence / Qualifications / Language requirements:

- Meet the requirements of the Felm Volunteer program
- Relevant qualification/professional background in physical rehabilitation, speech therapy, occupational therapy, special education, social work or another relevant field.
- Experience working with children with disabilities would be considered an asset
- Strong spoken and written English

Health considerations: Please note that this assignment would require travel to the Cambodian country-side, and would take place during the hot season. Phnom Penh has very high levels of air-pollution.

Benefits and commitments:**Felm and partner**

- providing the tasks, materials and instructions for the Felm Volunteer
- advising the applicant with visa-procedures and providing Felm Volunteer visa-invitation letter
- providing a personal tutor and a draft program for the Felm Volunteer period (incl. tutor discussions: starters session, mid-term discussion and evaluation session)
- transportation in-country: airport – place to stay – airport + transportation related to FELM Volunteer tasks
- accommodation with a western toilet, bathroom, kitchen facilities, water and electricity
- introducing the Felm Volunteer to Felm's / partners other work at the area

Felm Helsinki offices

- partner and objective based needs assessment in recruiting a suitable FELM Volunteer (applicants hold a certificate of Felm's education)
- orientation session
- feedback session

Felm Volunteer

- following the Felm Volunteer agreement and it's guidelines
- following the tutors instructions
- taking care of all personal expenses and arrangements other than mentioned above (Volunteers are responsible for their own international airfare, visa, travel insurance, local travel not related to Felm Volunteer tasks and spending money)

- commitment to provide feedback
- commitment to take part in parish visits after returning to Finland

Lähde liikkeelle or Min Mission -induction course in Finland is a prerequisite for applying to Felm Volunteer tasks.

Full-time students attending the Felm Volunteer program are eligible for trainee status.