



RECRUITMENT FOR ANFEN HEAD OFFICE

[COUNSELLOR]

Dear Prospective Candidate,

Thank you for your interest in the **Counsellor** position at ANFEN. You might be a future member of our amazing team and we are thrilled to, hereby, start the conversation with you.

The purpose of this letter is to share the mission, the vision, the values¹ and the culture of our ANFEN. A synergy between both parties will be crucial in the selection of the perfect match for the position.

You must have a lot of experience already. However, the recruitment exercise shall focus on your achievements in your previous responsibilities. We want to hear and assess how you have been a key player and a game changer in your former positions. The selection process will comprise of shortlisting candidates and we shall proceed in three steps before appointing: - (i) Interview, (ii) Assignments to be delivered within a reasonable delay, (iii) Assessment and self-assessment.

For information purposes, ANFEN is a 22-year-old charitable organization which focuses on educating around 1000 pushed out learners through 20 centers; 17 in Mauritius and 3 in Rodrigues; for their social inclusion. The last 5 years has been exciting, our team developed the ANFEN Training Institute (MQA registered) and Aline Leal Culinary School (Vocational). We are now at the development of the next phase of **ANFEN 2.0** with improved programs in Pedagogy, in Psychosocial, in Vocational training and Employability readiness.

Joining us, as a new team member, one will contribute directly and indirectly to achieve the following Objectives: -

1. Ensure a proper administration of all our projects and services.
2. Ensure that all educators are trained in Inclusive Pedagogy for Educators (IPE) by December 2023;
3. Promote students' empowerment through participation in psycho-social group discussions and therapy as required;
4. Integrate Social and Emotional Learning in our students' curriculum by September 2023;
5. Integrate Trauma Informed Practice in our educators' training by August 2023.
6. Expand the Culinary School and send the first cohort for national examination in Food Service & Production .
7. Develop two other Technical and Vocational training centers by 2024-2025.
8. Develop & Implement training programs for ANFEN affiliate members and other NGOs in Leadership, Management, Financial management, Positive Education amongst others.
9. Fund raise by various means to ensure the financial sustainability of the whole ANFEN network.

If you feel and strongly believe that you are up for this challenging mission, that you will develop a growth mindset² as well as your talents – send us your Curriculum Vitae and Resume. Please make sure that your resume makes connections with your past professional achievements, your current and desired talents and the list of Objectives above. Knowing your prospective employer's work culture is fundamental. We are pleased to inform you that we value **Inclusion, Difficult conversations, Growth Mindset, Recognition** based on efforts, progress, learning and achievement and **Collaboration** between team members, partners and beneficiaries.

We look forward to receiving your application according to the conditions in the below advert. We seize this occasion to wish you a fruitful career through which, you will leave a positive impact.

Yours sincerely,

Koomaren "Viken" Vadeevaloo
Executive Director | ANFEN

¹ See website: www.anfen.mu

² **Growth Mindset**, The power of believing that you can improve | Carol Dweck: <https://www.youtube.com/watch?v=X0mgOOSpLU>



We are hiring:

Full-time and Part-time Counsellors

If you have relevant academic qualification in the field of Counselling or Psychology and wish to work in the Social Development sector on a full-time or part-time basis, you are invited to apply for the abovementioned post.

Selected candidates are expected to work with the adolescents mainly and occasionally with the parents, teaching staff and social workers.

General requirements:

- Academically qualified from a recognised institution.
- Applicants must provide at least one referee from a recognised institution to certify their competencies.
- Full-time applicants are to have a minimum of 1 year of practice in active listening. Those with less than 1 year experience but having relevant qualifications will also be considered.
- Part-time applicants are to have a minimum of 3 years of practice in active listening, working with vulnerable adolescents or other vulnerable groups. It is an advantage if applicants could demonstrate that they have undergone ongoing training and supervision during their years of practice.

Please send your CV, motivational letter, copies of your relevant qualifications to ANFEN by:

- Post: **ANFEN, 389, Royal Road, Rose-Hill;** or
- Email: anfen.recruitment@gmail.com

ANFEN reserves the right to call for interview only shortlisted candidates and thank you for the interest in partnering with us to support our adolescents



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