

## About Berecons Development Initiative (BDI)

Berecons Development Initiative (BDI) is a duly registered Ghanaian non-profit organisation committed to human-centric development. Our sole mission is to empower communities, ensuring their unhindered access to dignity. We envision a just and equitable world in which we are each other's keeper and where each person—regardless of their age, background, sex, gender, name, race, religion, or political persuasion—can enjoy sustainable opportunities that respond directly to their life aspirations and those of posterity.

Beginning this summer/autumn, Berecons Development Initiative (BDI) is recruiting interns to help us collect data in rural Ghanaian communities to further our understanding of the socio-economic dynamics, cultural intricacies, and other broad spectrum of factors shaping life in these areas. Our research methods involve anthropological and qualitative techniques, including ethnographic observation, interviews, participant observation, and textual analysis, to deeply explore the cultural, political, social, and other aspects of our project themes. Your participation will contribute to academic research, empower underserved communities, and inform evidence-based policies for sustainable development in Ghana.

## Why Choose Us?

Our practicum programme relates to addressing pressing issues in communities deprived of fundamental rights, needs, dignity, and equity-based justice. We believe in empowering individuals and communities to advocate for their rights and create sustainable solutions to systemic challenges. You're the right fit for our organisation if your passion lies in anthropological research, grassroots organising, policy advocacy, or community development. BDI offers diverse human-centred projects to foster positive change in these underserved communities.

Our team of mentors, with expertise in community organising, human rights advocacy, and grassroots development, will provide guidance and support throughout the internship, ensuring that your contributions have a lasting impact on creating a more just and equitable communities for all.

## Qualification Criteria

The 2024 Practicum Programme applies to students who are—

- Enrolled in a full-time degree programme for the duration of the internship in BDI's thematic areas.
- Enrolled in a degree programme relating to anthropology, human security, political studies, sociology, and sustainable development.
- Available for a minimum internship duration of four months.
- Have an excellent command of one of the English Language. Knowledge of other languages used in Ghana would be an advantage.
- Possess strong anthropological and qualitative. research skills.
- Demonstrate excellent drafting and communication skills.
- Capable of working in a multicultural team and rural environment and are confident of getting by in humble settings.

## Programme Duration

Our practicum programmes are for four to six months (extendable for another three/six months up to twelve months) on a full-time but flexible schedule. It is flexible because students can submit monthly calendars to their in-house supervisors indicating their weekly schedules. BDI urges potential interns to pursue a practicum of four months or more to maximise their internship experience and gain meaningful insights into community development and our operations.

## A Summary of Your Responsibilities will Include–

- Assisting in the preparation of studies and documents.
- Conducting research and reviews of existing materials.
- Producing research/project reports/summaries.
- Collecting, organising, and analysing data.
- Contributing to producing project-related documents, working papers, and publications resulting from the aforementioned activities, including drafting notes and preparing technical annexes.
- Participating in meetings and seminars.
- Establishing connections and building networks with officials in national administrations, researchers, other international organisations, and member country delegations.
- Assisting in organising events, communication efforts, planning, and evaluation.

## Schedule For Practicum (Four to Six Months)

1. Three to four weeks of in-house hands-on training where students will participate in weekly research training sessions facilitated by their assigned mentees and coaches to master the craft of performing community-based fieldwork in Ghana. This training will be directly based on the topic of their study.
2. Up to eight weeks of engagements at BDI's and partner offices and project sites, providing operational and programme support to the team on diverse projects.
3. Students will participate in seminars, workshops, and networking events relevant to their study.
4. Students will be assigned a supervisor based on their topic or area of interest.
5. Three months of study-related fieldwork and data collection activities in selected localities.

## Expectations

By the end of the various in-house coaching, interns must be able to–

1. Facilitate participatory research activities such as focus group discussions, community mapping exercises, and participatory rural appraisals to engage community members in the research process and gather their perspectives on key issues.
2. Design qualitative data collection methods, including semi-structured interviews, key informant interviews, and participant observation, to gather insights into community needs, challenges, and opportunities.

3. Conduct literature reviews on topics relevant to BDI's thematic areas, such as community development, public health, or environmental conservation, to inform programme design and implementation.
4. Design and implement qualitative data collection methods, including semi-structured interviews, key informant interviews, and participant observation, to gather insights into community needs, challenges, and opportunities.
5. Analyse qualitative data using thematic analysis or other appropriate methods to identify patterns, themes, and key findings that can inform BDI's programming and advocacy efforts.
6. Prepare research reports and briefs summarising key findings, recommendations, and implications for BDI's projects and initiatives. This could include writing case studies, policy briefs, or community profiles based on research findings.
7. Disseminate research findings through various channels, including academic publications, conference presentations, policy briefs, and social media platforms, to raise awareness about key issues and contribute to evidence-based policymaking and programming in Ghana.
8. Work with assigned mentors and coaches to ensure research activities are culturally sensitive, ethical, and responsive to community needs. This could involve organising community meetings, workshops, or events to share research findings and solicit feedback from community members.

## Incentives/Benefits for Partnering with BDI

### Subsidised Housing

1. Support in securing affordable and safe housing.
2. Subsidised accommodation through BDI's Snug Haven Housing Project.

### Logistical Support

1. Provide logistical support for the first and final data collection trips to project areas.

### Multi-organisational Collaboration

1. Opportunity to engage in multi-organisational collaborations, working closely with partners and stakeholders from various sectors.
2. A rich learning experience exposing interns to diverse perspectives and practices.
3. Invaluable networking opportunities with other organisations and professionals.

### Assignments Relevant to Professional Interests

1. Assigned tasks and projects aligned with professional interests and career goals.
2. Meaningful and engaging experience that contributes to interns' professional development.

### Professional Development Opportunities

1. Access to a one-day workshop on conducting anthropological/qualitative research methodologies in Ghana.
2. Enrolment in mentorship programmes pairing interns with esteemed researchers/development specialists.

3. Individualised coaching sessions to enhance interns' research skills, providing tailored guidance and feedback.
4. Facilitate collaboration between interns, supervisors, and in-house research coaches to ensure alignment with academic goals and comprehensive support throughout the internship.

#### Cultural Immersion Activities

1. Introduction to local chiefs, traditional gatekeepers, and authorities facilitating community access for research and development efforts.
2. Cultural orientation sessions to familiarise interns with community expectations.
3. Cultural orientation sessions to familiarise interns with community expectations.
4. City tours to deepen interns' connection to the local environment and enrich their research experience.
5. Exposure to various communities and regions where BDI's initiatives are concentrated.

#### Flexible Work Arrangements

1. Flexibility in work hours to accommodate individual schedules.
2. Remote work options are available to meet interns' needs.

#### Performance-Based Rewards

1. Issuance of participation certificates at the conclusion of the research cycle, acknowledging interns' contributions and incentivising excellence.

#### Visa Assistance

1. Support with visa applications, renewals, and navigating immigration regulations, including airport pick-up services upon arrival.

#### Academic Supervisors (2024 – 2025)

[Dr Angela Dwamena-Aboagye](#), Domestic Violence, Gender and Women Studies

[Dr David Korboe](#), MERL and Social Development

[Dr Harriet Aldrich](#), History and Development

[Prof John Azumah](#), Research, Advocacy, Policy, Anthropology and Religion

[Dr. Maame Adwoa Gyekye-Jandoh](#), Comparative Politics, Public Policy, and Democracy

[Dr. Matthew Krabill](#), Research, Religion, and Development

[Dr Maxfield J. Peterson](#) – Energy, Climate Economics, and Policy

[Prof Raymond Atuguba](#), Law, Policy, Development, HRBA

[Dr Sawudatu \(Sodey\) Zakariah-Akoto](#), Sociology, Development Studies, Family and Reproductive Health

## Why Choose Us

We are new. You become part of our good news story.

Our practicum programme relates to addressing pressing issues in communities deprived of fundamental rights, needs, dignity, and equity-based justice. We believe in empowering individuals and communities to advocate for their rights and create sustainable solutions to systemic challenges. You're the right fit for our organisation if your passion lies in anthropological research, grassroots organising, policy advocacy, or community development. BDI offers diverse human-centred projects to foster positive change in these underserved communities.

Joining our team means you're not just an intern but a pivotal part of our journey from the ground up. Your journey with us means you'll be instrumental in shaping our vision for a better Ghana for posterity. Together, we'll innovate, collaborate, and overcome challenges, achieving milestones that propel us forward. Your contributions will be celebrated, your ideas valued, and your growth supported every step of the way. With BDI, you'll enjoy the freedom to explore your interests, the support to excel, and the opportunity to make a real impact in people's lives.

Our team of mentors, with expertise in community organising, human rights advocacy, and grassroots development, will provide guidance and support throughout the practicum, ensuring that your contributions have a lasting impact on creating more just and equitable communities for all.

## Application Process

Candidates are required to submit a three-minute video showcasing themselves. In the presentation, you must articulate your passions, experiences, and motivations for applying to our programme. This video allows us to get to know you beyond your resume and cover letter. We encourage you to be authentic and compelling in sharing your story, highlighting how your skills and values align with our mission.

Please submit a copy of your CV/Resume and cover letter to [internships@berecons.org](mailto:internships@berecons.org).

We look forward to learning more about you through this creative medium!