



HILAIRE KALUME

Director, DISPE, Democratic Republic of the Congo



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Overview

Hilaire Kalume is Director of the DISPE—Directorate of Social Interventions for the Protection of Children—in the Democratic Republic of the Congo (DRC). The DISPE is a division of the Ministry of Social Affairs (MINAS). Hilaire joined the DISPE as its Director in the spring of 2013, after previously serving as the Director of the Social Action division of MINAS. He joined the social service workforce to pursue his passion of helping others, especially children in difficult situations.

Typical tasks and responsibilities

The DISPE serves as the national body providing leadership for the social service workforce in the DRC. The role of the DISPE is an important one—to propose, validate, operationalize, disseminate, and coordinate services for the protection of children among the social service workforce. Although the DISPE does not provide direct services, it not only oversees and coordinates services for orphans and vulnerable children at the national level but also assists provincial-level Social Affairs offices to operationalize and monitor services.

As Director of the DISPE, Hilaire coordinates all the activities of the Directorate, including the development, application, and coordination of social protection policies, norms, standards, and interventions. He also works to recruit and maintain a team that is well trained and motivated to work in the sector of child protection. He directs and monitors the team to guide the DRC’s diverse social service workforce, which provides many different types of workers to serve and protect families and children. Ultimately, he leads his team in enabling and creating a supportive environment for the social service workforce.

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Training and skills

To succeed in the role of DISPE director requires both intellectual qualifications and interpersonal skills. Hilaire must be able to work at a number of levels, coordinating with stakeholders, advocating for funding, synthesizing information on the status of vulnerable children in the country, and understanding how policies and laws related to the protection of children work to support national goals.

Why he loves his job

Hilaire believes that the design of interventions should be done in close collaboration with all social service partners and requires a deep understanding of children's needs. Guided by this belief, his favorite part of his job is providing guidance to partners who work in the social service workforce, knowing that this collaboration ultimately will impact direct contact with children.

The Global Social Service Workforce Alliance would like to thank the Directorate of Social Interventions for the Protection of Children in the DRC and CapacityPlus/DRC for contributing this profile to the "I am a Social Service Worker" series.



**“Improving the workforce.
Improving lives.”**

Who is the social service workforce?

While capturing any one definition of the social service workforce is challenging, it can be broadly defined to describe a variety of workers – paid and unpaid, governmental and nongovernmental – who staff the social service system and contribute to the care of vulnerable populations. The social service system is comprised of a set of interventions, programs and benefits that are provided by governmental, civil society and community actors to ensure the welfare and protection of socially or economically disadvantaged individuals and families.

What is Social Service Workforce Week?

During this week, advocates will bring attention to and build support for the social service workforce as well as raise awareness about promising workforce strengthening efforts supported by stakeholders around the world. Organized around daily themes focused on areas of practice, the week will allow Alliance members and the public to engage in a dynamic platform of information exchange and advocacy through various forms of social media.

What is CapacityPlus?

CapacityPlus is the USAID-funded global project uniquely focused on the health workforce needed to achieve the Millennium Development Goals. In DRC, CapacityPlus is supporting the Ministry of Social Affairs, Humanitarian Action, and National Solidarity through the Direction des Interventions Sociales pour la Protection de l'Enfant (or DISPE, the national-level division of child protection) and partners to strengthen the management, planning, training, and supervision of social service workers. Activities focus on leadership and management, program planning, and coordination. With the project's support, DISPE leads a new stakeholder leadership group to coordinate the country's efforts around orphans and vulnerable children, consisting of representatives from UNICEF, USAID, the World Bank, Save the Children, and ProVIC.

Learn More

Learn more about Hilaire and other social service workers! Join the conversation on Twitter using the hashtag #SSWWeek and online at www.socialserviceworkforce.org/SSWWeek.