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| **TITLE: Head of Programmes Child Poverty** | | |
| **TEAM/PROGRAMME:**  Program Quality and Impact | | **LOCATION: UK** or any existing Save the Children International Regional or Country office **Worldwide.** up to 25% international travel. Local terms and conditions will apply. |
| **GRADE**: B Senior level | | **CONTRACT LENGTH:** Permanent |
| **CHILD SAFEGUARDING:**  Level 3:  the post holder will have contact with children and/or young people *either* frequently (e.g. once a week or more) or intensively (e.g. four days in one month or more or overnight) because they work country programs; or are visiting country programs; or because they are responsible for implementing the police checking/vetting process staff. | | |
| **ROLE PURPOSE**  The Head of Programmes for the Child Poverty Thematic Area is a key member of the Programme Quality and Impact Team which coordinates, facilitates and supports the work of Save the Children country and regional offices and members, to achieve Save the Children’s Breakthrough ambitions, with a specific focus on technical excellence in their given area of expertise  In particular, the Head of Programmes will:   * Provide technical leadership in the subthemes under Child Poverty with Save the Children technical experts to develop coherent and effective programmatic approaches across contexts, for strategic or priority initiatives. The technical areas under Child Poverty include Food Security and Livelihoods, Child Sensitive Social Protection, Adolescents Skills for Successful Transitions as well as Cash and Voucher Assistance. * Provide strategic oversight of the development and implementation of Common Approaches, and other programing guidance and tools, by the Technical Working Groups, supporting cooperation across themes and groups * Build a team of Regional Technical Experts in Child Poverty supporting Country Offices to deliver Child Poverty outcomes for children with quality and impact, and develop technical excellence in the field * Work closely with the Policy & Advocacy Global Function to ensure that advocacy and campaign strategies are informed by the latest programme evidence and learning. * Support an increase in research and evidence on what works in Child Poverty together with the Research & Evidence Adviser; * Support the design and implementation of Child Poverty strategies in humanitarian contexts, with a focus on increasing capacity, quality and impact; * Support Child Poverty capacity and continuous professional development across the movement, ensuring this is kept up to date by the latest evidence and learning approaches in the sector; * Support the development of working partnerships with multilateral and civil society organizations, academia and the private sector for reaching SC breakthroughs. * Support the Fundraising & Partnership Strategist to connect with resource development colleagues in SCI and members to strengthen the programmatic Child Poverty portfolio across the movement. * Work with members to engage domestic programmes in programmatic, knowledge management and technical leadership bodies of interest. | | |
| **SCOPE OF ROLE:**  **Reports to:** Global Poverty, Climate and Urban Director  **Budget responsibilities**: Support to the Director and the Goal Team Lead in overall management of work-plans and budgets, deputizing for the Director in absences.  **Indirect Reports** – Regional Child Poverty Technical Experts  **Role Dimensions**: The Head of Programmes will work with a wide range of stakeholders within both save the Children Members and in Save the Children International. | | |
| **KEY AREAS OF ACCOUNTABILITY:**  ***Technical Excellence and Leadership***  50%   * With the Director and the Goal Team Lead, lead the development and implementation of Save the Children’s thematic and Goal strategies, in close collaboration with Save the Children members and Save the Children International. * Exercise thematic content leadership with thematic and crosscutting Technical Working Groups, and Policy, Advocacy and Campaigns. * Lead and support the development, approval and implementation of tools and resources (Common Approaches and other programme guidance and tools) to promote increased consistency, effectiveness and quality of Child Poverty programming in Save the Children. * Build and provide leadership to a team of Regional Technical Experts in Child Poverty, supporting Country Offices to deliver Child Poverty outcomes for children with quality and impact, stimulating cross-regional learning. * With the Goal Team Lead, support the effective organisation of technical support in response to country level demand, mobilizing appropriate Child Poverty expertise for the Global Expertise and Humanitarian Surge Platform (GEHSP) * Provide quality assurance for regional thematic strategies and deliverables, and acting as a second point of reference for technical excellence in Child Poverty area at country level. * Support the rollout of strategic plans to build technical capacity of the Save the Children Child Poverty workforce, in close collaboration with regions, countries, members and external partners. * Work closely with the Global Director to support and ensure the conceptual and practical integration of work on Child Poverty with the other thematic and crosscutting areas, in the pursuit of Breakthrough ambitions, in all contexts and specifically to achieve Child Poverty outcomes across sectors.   ***Evidence, Knowledge Management & Dissemination 30%***   * Support results based management by regular analysis of Save the Children’s Child Poverty results, identifying reasons for success or failure and making recommendations for course correction where necessary. improvements and contributing to SC’s Results Framework * Identify strengths and gaps in SC evidence, knowledge and programming approaches to Child Poverty and support efforts to address these as part of Breakthrough strategies, in coordination with Research and Evidence and Knowledge Management colleagues. * The Head of Programmes is expected to work in close collaboration with the Research, Evaluation, Learning, Accountability, Monitoring and Knowledge Management functions in order to design and support effective strategies for the generation of evidence, the filling of evidence gaps, and the uptake and utilization of the latest evidence in programme design and advocacy. * Support “must win” business development proposals, ensuring that they count with the latest programmatic thinking, evidence and knowledge of what works in Child Poverty area.   ***Communication, Networking & Representation 20%***   * In working with Technical Working Groups ensure that the content and targeting of programmer guidance and tools is client-focused, and pitched at the right levels of detail/simplicity, to be accessible and useable by a range of staff and partners in countries. * Support the Global Director in representing Save the Children internally and externally in relevant Child Poverty and other thematic networks, events and meetings * Support the Global Director in positioning SC as a thought leader by supporting development and delivery of written and oral communications in key internal and external venues, by self and other SC leaders. Serve as a credible voice on technical and policy issues in the area of Child Poverty and their relevance to other thematic areas. * Work in close collaboration with technical, advocacy, media and communications staff to identify and follow-up on communication, networking and representation opportunities. * With the Goal Team Lead, support the Global Director in the management of the team, including deputizing in his/her place when required. | | |
| **BEHAVIOURS (Values in Practice**)  **Accountability:**   * Holds self-accountable for making decisions, managing resources efficiently, achieving and role modelling Save the Children values. * Holds the team and partners accountable to deliver on their responsibilities - giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved.   **Ambition:**   * Sets ambitious and challenging goals for themselves and their team, takes responsibility for their own personal development and encourages their team to do the same. * Widely shares their personal vision for Save the Children, engages and motivates others * Future orientated, thinks strategically and on a global scale.   **Collaboration:**   * Builds and maintains effective relationships, with their team, colleagues, Members and external partners and supporters. * Values diversity, sees it as a source of competitive strength. * Approachable, good listener, easy to talk to.   **Creativity:**   * Develops and encourages new and innovative solutions. * Willing to take disciplined risks.   **Integrity:**   * Honest, encourages openness and transparency; demonstrates highest levels of integrity. | | |
| **QUALIFICATIONS**  Master's degree in Economics, International Development, Public Administration or other relevant development field and/or equivalent relevant experience. | | |
| **EXPERIENCE AND SKILLS**   * Significant experience from an international human/child rights organization in a senior position including overseeing program implementation, monitoring and evaluation and maintaining positive relationships with partner organizations and external agencies. * Significant senior level international experience designing, implementing and reporting on thematic strategies and programmes. * Demonstrated leadership and mentoring skills, including the ability to both lead and be a member of a team, and of delivering significant results. * Experience of effective team management including building shared objectives, quality control, evaluation, motivation, performance management, staff development and training. * Experience and skills in Child Poverty programming. (Child Poverty Technical Competencies at ‘Leading Edge’ level). * Minimum of a Relevant Master Degree in (relevant academic field) or specific thematic area of focus. University degree with combined professional experience could be considered as a substitute to the Master degree. * Strong programmatic and analytical skills. Demonstrated experience of research, capacity building, M&E and knowledge management. IT skills. * Proven technical knowledge on rights based approaches and on Child Poverty * Excellent writing, communications, facilitation, capacity building and networking skills in English. Knowledge in Spanish, French or Arabic is an asset. * Strong ability to mobilize, build partnerships, solve problems, guide and motivate people toward the achievement of agreed goals. * Program experience from a regional or country office is desirable. * Experience in policy, advocacy and/or fundraising is desirable.   **Personal specifications required**   * Commitment to child rights and to the aims and objectives of Save the Children. * A full appreciation of the value of co-operation, and team-work. * Personal maturity and social competence and diplomatic skills. * Ability to prioritize especially when working under pressure. * Trustworthy and transparent in all aspects of the role. * Self- motivated and able to work with high degree of autonomy * Significant experience of delivering Child Poverty programmes in developing countries and/or in humanitarian contexts * Demonstrable experience in policy development, ensuring engagement and buy-in, particularly in relation to Child Poverty system strengthening * Ability to support high level policy and management committees * Proven leadership skills in a large, international, networked organisation * Able to think creatively and strategically, to overcome obstacles to cooperation and progress * Experience of building personal networks at senior levels, resulting in improved engagement * Proven experience in conducting or overseeing research (preferably both qualitative and quantitative) * Previous experience of overseeing the capacity development of a large organisation or group of staff. This may be through direct HR responsibility of through holding a senior management role * High degree of business and people acumen, and the ability to demonstrate presence and credibility across the organisation * Willingness and ability to travel overseas for up to 25% * Exceptional oral and written communication and interpersonal skills | | |
| **Additional job responsibilities**  The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience. | | |
| **Equal Opportunities**  The role holder is required to carry out the duties in accordance with the SCI Equal Opportunities and Diversity policies and procedures. | | |
| **Child Safeguarding:**  We need to keep children safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse. | | |
| **Safeguarding our Staff:**  The post holder is required to carry out the duties in accordance with the SCI anti-harassment policy | | |
| **Health and Safety**  The role holder is required to carry out the duties in accordance with SCI Health and Safety policies and procedures. | | |
| **JD written by:** | **Date:** | |
| **JD agreed by:** | **Date:** | |
| **Job Description updated By:** | **Date:** | |
| **Evaluated:** | **Date:** | |
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