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| **TITLE:** Global Director of Programme Funding & Institutional Partnerships [6-month Secondment] |
| **TEAM/PROGRAMME:** Programme Funding & Institutional Partnership (PFIP) team - part of the global Resource Mobilisation, Communications & Engagement (RMCE) Dept. | **LOCATION: UK or any existing Save the Children International Regional or Country office worldwide** *SC Member offices (subject to approval)* |
| **GRADE**: A – Senior level | **SECONDMENT LENGTH:**6 months*Possibility for flexible working arrangements or job shares (subject to approval)* |
| **CHILD SAFEGUARDING: (select only one)**Level 2: *either* the post holder will have access to personal data about children and/or young people as part of their work; *or* the post holder will be working in a ‘regulated’ position (accountant, barrister, solicitor, legal executive); therefore a police check will be required (at ‘standard’ level in the UK or equivalent in other countries). |
| **ROLE PURPOSE:** Save the Children has agreed an ambitious new global strategy for 2022-24, and has developed an accompanying Global Funding Framework (GFF) to inform and shift how the movement works together to drive greater funding impact for children. By 2024, our ambition is for Save the Children to be +$3bn organisation, with institutional funding constituting around 65-70% of this income globally. Growing, diversifying and optimising our institutional programme funding and income will therefore be critical to achieving this ambition, and success in this area will be dependent on changes to our behaviours and ways of working that mark and facilitate a shift to prioritise collective action, collaboration and embed mutual accountability.The Global Director of Programme Funding and Institutional Partnerships provides the strategic leadership and direction to a core, globally-disbursed team at Save the Children International (SCI), which is working across the Save the Children Association (SCA) to optimise and align the movement’s global-to-country programme funding portfolio and to drive improvements to our institutional fundraising practices and partnerships in order to help deliver our global breakthroughs. The role holder also leads on the team’s extensive collaboration across multiple functions in SCI centre, regional and country teams, as well as with key stakeholders in SCA member organisations to ensure appropriate senior-level engagement and support for all SCA/SCI programme funding initiatives. This includes working in close partnership with key member Global Program Directors (GPDs), with all member Global Institutional Partnerships leads (GIPG), as well as with a newly established network of Regional Resource Mobilisation Directors/leads (RRM) based in SCI’s 5x Regional Offices (ROs). Additionally, this role informs, shapes and connects key strategic initiatives in pursuit of Save the Children Global Strategy and represents institutional programme funding perspective into such initiatives. The post holder is an active member of the Senior Management Teams of both the Resource Mobilisation, Communication & Engagement (RMCE), and International Programme (IP) Departments, is part of the broader SCI/SCA Extended Senior Leadership Team, and is an active participant representing global institutional funding interests in the SCA Funding Taskforce, into multiple Governance and Management Groups (MRGs), while also providing specific updates to the SCI/SCA CEO and the global board(s) as needed. In the event of a major humanitarian emergency, the role holder will be expected to work outside the normal role profile and be able to vary working hours accordingly. |
| **SCOPE OF ROLE:** **Reports to:** Executive Director, Resource Mobilisation, Communication & Engagement **Staff reporting to this post:** Direct team is 18 posts, of which 6 are direct reports (forming the PFIP management team). Matrix management of 5 regional resource mobilisation teams (of +20 posts, of which 5 are direct matrix reports) **Budget Responsibilities:** Team Budget (>$3m) + Supporting Global Institutional Income Target >$1.5bn  |
| **KEY AREAS OF ACCOUNTABILITY:** **TEAM Development:** *lead a high performing, supported and connected team** Leads a high performing and well-functioning team that represents our organisational values and ensures meaningful commitment and action to diversity and inclusion within recruitment and management working practices.
* Drives the development of and delivery against clearly defined and agreed annual team plan(s)
* Ensures all team members have individual objectives in line with the broader team plan(s) and are appropriately resourced and supported to achieve their objectives
* Supports the organisational commitment to wellbeing by ensuring a mutually supportive and open team culture where individuals can thrive and develop their potential
* Ensures clear visibility and representation of PFIP and its institutional programme funding interests across SCI (centre, regional and country teams) and Save the Children members
* Leads key stakeholder engagement and relationship management with core decision makers and influencers within Save the Children members and at SCI Centre, Regional and Country levels
* Ensures clear, effective reporting to all relevant governance and stakeholder groups, including with GIPG, with GPDs, the Funding Taskforce and SCA/SCI Board(s).

**GOVERNANCE Development:**  *driving strategy, risk and evidenced based activity [GFF lever of change: Drive collective progress]** Leads the development and strategic delivery of a collective action plan, driving appropriate initiatives to realise the global funding ambition and optimise institutional donor potential
* Drives the timely refresh of key fundraising governance, policies, and processes in light of GFF and Global Strategy, embedding requisite shifts towards dual-citizenship across the movement
* Oversees the development of new and strengthening of existing tools, systems and processes that ensure we are able to track and measure the successful delivery of our collective action work - including a new programme funding specific risk management / assurance framework

**MARKET Development: *institutional donor market making, market shaping.*** *[GFF lever of change: Grow and optimize our funding portfolio]** Drives the movement to grow, optimize and diversify institutional funding donor partnerships by providing targeted member support and investment in high potential markets and accounts (inc the suite of Big Bets, Income Engine and Transformational portfolios & investments)
* Leads specific initiatives to strengthen and enhance the movement’s global approach to institutional donor partnerships and effective business development practices
* Optimises the movement’s global programme funding approaches – driving collective decision-making and action, both at strategic and operational levels

**PORTFOLIO Development: quality growth = improved alignment, impact, and resilience** *[GFF lever of change: Align funding to our needs + leverage our value proposition]** Drives improvements in programme funding portfolio development and pipeline (planning, management and reporting) at a global, regional and country level (inc Flagship Opportunities, Portfolio Development Fund, RRM Communities of Practice etc)
* Ensures timely visibility of our programme funding portfolio performance, with a focus on continuing to deepen our understanding of critical funding gaps (thematic and geographic) against our countries’ Programme Strategies and Breakthrough Plans
* Drives forward the Match Funding Framework to improve match management and reduce the default reliance on using unrestricted funding to meet match obligations

**PEOPLE Development: global learning & flexible resourcing** *[GFF lever of change: leverage our value proposition + drive collective progress]** Strengthens core performance across and within institutional /programme funding teams (member, country and region) through guidance, training, insight and hands-on support
* Drives improvements in our global funding training provision and capacity -- ensuring continued investment in relevant programme funding functions locally and globally
* Leverages flexible people resources across the movement to address skills and capacity gaps

**INSIGHT Development: the future informs the present evidenced based activity***[GFF lever of change: drive collective progress + align funding to our needs]** Drives better and more globally integrated fundraising data, systems and approaches across all fundraising and partnerships analytics and communities globally
* Ensures the timely publication of a suite of quality institutional insights reports and briefings that support, shape and inform data & insight driven decision-making across movement
* Ensures the performance of the global programme funding portfolio is tracked and monitored in-line with Save the Children’s strategy, adopting appropriate improvement measures to deliver against key performance indicators as are needed.
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| **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
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| **QUALIFICATIONS** * Qualified by significant relevant professional experience.
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| **EXPERIENCE AND SKILLS****Essential*** Significant experience of leading an equivalent strategic programme and/or institutional resource mobilisation function in a major international organisation
* Extensive experience of influencing and delivering results cross-organisationally within a large, complex global organisation and ability to manage the tension between global strategic decisions and the operational reality at country and regional level
* Substantial institutional fundraising and/or award management experience, including working within a complex matrixed organisation (including the Save the Children movement).
* Demonstrable subject matter expertise across relevant international development issues, combined with significant experience in developing / managing strategic partnerships with the key institutional donor organisations relevant to SCA
* Exceptional leadership behaviours, including external orientation, situational agility and partner focus, with strong negotiation and influencing skills in relation to multiple stakeholder contexts and matrices
* Exceptional team & interpersonal skills with ability to communicate effectively and with impact
* Experience of leading and managing people, including providing guidance and oversight and empowering team members to deliver
* Experience of solving complex issues through analysis, including defining a clear way forward and ensuring buy-in
* Attention to detail and the ability to follow tasks and ideas through to completion
* A high degree of flexibility and adaptability in order to respond to changing needs
* Commitment to the mission, vision and values of Save the Children.

**Desirable*** Experience of working in / across other areas of SC’s operations and / or functions
* Experience of being involved in the implementation of a new / changed business processes and ways of working or transformation processes.
* Multilingual proficiency relevant to SCAs operations (eg French, Spanish, Arabic, other)
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| **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. |

**Within this 6-month internal secondment opportunity, we can offer flexible working arrangements or job shares, subject to approval.**

**This role can be based in the UK or any existing Save the Children International Regional or Country office location. We are also opening up the opportunity to SC member offices (upon approval).
The successful candidate will be required to provide eligibility to work from their preferred location and National T&C (including pay) will apply.**