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| **TITLE:** Interim Global Lead – Disability Inclusion  |
| **TEAM/PROGRAMME: Program Quality & Impact** | **LOCATION: UK** or any existing Save the Children International Regional or Country office **Worldwide**. Up to 15% international travel. |
| **GRADE**: B Mid-Senior level | **CONTRACT LENGTH: 15 months** |
| **CHILD SAFEGUARDING:** 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:** This position provides global leadership, coordination, and strategic direction for Save the Children’s Disability Inclusion approach across our programming, partnership, advocacy and evidence generation. The Global Lead for Disability Inclusion leads on the implementation of Disability Inclusion policy and sets the technical direction across the global organisation in alignment with our organisational strategy. This includes leading the global Disability Inclusion Technical Working Group, managing a small team of Disability Inclusion technical advisors and collaborating with technical staff in Disability Inclusion across country, regional, centre and member offices. Additionally, this position collaborates closely with teams across thematic/cross-cutting areas in humanitarian and development contexts, as well as across different functional teams, to ensure Disability Inclusion is effectively mainstreamed and truly cross-cutting in what we know and do. The post holder stays abreast of and engages in industry developments and identifies, develops and maintains relationships and coalitions with key players in the Disability Inclusion space, including with representative organisations of persons with disabilities, other expert disability organisations, donors and the global disability movement. They represent Save the Children at global, regional and country level fora as relevant, showcasing Save the Children’s Disability Inclusion work. This will involve working across a diverse range of internal and external stakeholders, including children and young people with disabilities themselves, as well as external stakeholders including INGOs, UNICEF, global partnerships and other agencies. This is a leadership position which requires superior technical knowledge, management expertise, and programme development. It sits within the Child Rights, Equality and Social Justice team which includes Global Leads in other equality seeking areas.  |
| **SCOPE OF ROLE:** **Reports to:** Director, Child Rights, Equality and Social Justice**Staff reporting to this post:** Line management of a cadre of Country Office Technical Experts and Advisors who co-report to Country offices; and consultants on a global level. **Role Dimensions**: This is a complex, demanding role of global scope, that continues driving the growth of a technical equality area across the global movement. It requires management experience, excellent judgment, an ability to set strategic direction, strong technical knowledge, creativity and innovation. It also requires overseeing the provision of effective technical expertise across a large, complex federated organisation. The role requires strong networking and an ability to manage by influence across all thematic teams and supporting functions and across Save the Children Association members, Save the Children International regional offices and Save the Children International country offices. The role requires extensive external engagement, networking and representation, including identifying, building and growing strategic partnerships, especially with representative organisations of persons with disabilities.  |
| **KEY AREAS OF ACCOUNTABILITY :** **Strategy, Thematic Leadership & Technical Quality Assurance*** Lead Save the Children’s development of policies, strategies and positions regarding Disability Inclusion, using a rights-based approach. Provide oversight of policy and strategy implementation.
* Provide technical leadership on Disability Inclusion across Save the Children International and Save the Children Association, supporting efforts to embed quality disability inclusive programming across the movement .
* Lead and contribute to the work of the Disability Inclusion Technical Working Group, including the development and implementation of the approved work plan of the group.
* Lead on and contribute to the development, dissemination and uptake of practical tools and guidance that contributes to effective mainstreaming and integration of Disability Inclusion across Save the Children programmes.
* Provide technical leadership and support to Programme, Quality and Impact and operational teams including Global Goal teams to build their Disability Inclusion capability and improve the quality of Disability Inclusion in their work.
* Maintain line of sight on technical quality at the country level through effective relationships with regional and country offices, and ongoing coordination via the Disability Inclusion Technical Working Group and Communities of Practice, enabling timely and effective provision of technical input and oversight.
* Oversee and respond to the Technical Expertise request platform as it relates to Disability Inclusion and coordinate among technical experts signed up to the platform.
* Work alongside Equality colleagues to ensure that equality grounds are not siloed and intersectional analyses are incorporated in each area.

**Advocacy, Campaigns & Communication*** Liaise closely with/oversee collaboration with advocacy and campaigns colleagues to support in ensuring Save the Children advocates with and for children with disabilities at the local, national and global levels to amplify their voices and hold duty-bearers to account.
* Foster partnership with organisations of persons with different and specific types of disabilities on global level for the purpose of joint advocacy at relevant forums and support regional and country offices to do the same
* Liaise with communication colleagues to support the use of images and language that celebrate diversity and portray children and families with disabilities as active and contributing members of their communities.

**Learning & Innovation*** Lead development and application of a research and evidence agenda around Disability Inclusion in close collaboration with the Research and Evidence team, including defining metrics to measure Disability Inclusion and supporting data analysis and learning to steer decision-making.
* Lead our knowledge management and communication on Disability Inclusion and contribute content in the Resource Centre and thematic libraries.
* Provide specialist support to ensure that our common approaches and learning courses, Save the Children programming approaches and standards are inclusive of children and people with disabilities.
* Interface with the child safeguarding teams within Save the Children to ensure that initiatives between teams are aligned and mutually reinforcing.
* Gather experiences and develop new knowledge for how duty bearers, rights holders, and civil society organizations can interact to strengthen the rights of children with disabilities, and how programmes can effectively be developed, managed, monitored and followed-up to strengthen the rights of children with disabilities.
* Support internal Diversity, Equity, and Inclusion (DEI) team’s work in disability inclusion.

**Matrix Leadership, Mentoring and Network Building*** Ensure that Save the Children is influencing and learning from others through international Disability forums for both development programming and humanitarian action through networks such as Inter Agency Standing Committee, Disability and Development Consortia and the broader disability movement, Education for All
* Support active Disability Inclusion Technical Working Group and Communities of Practice.
* Support humanitarian colleagues on Disability Inclusion in humanitarian response, including contributing to response strategies, policies, standards and guidance for humanitarian professionals.
* Drive strategic partnerships and coalitions to advance Disability Inclusion globally, including developing, and participating in key international networks, global conferences and other international initiatives related to Disability Inclusion, with a special focus on representative organisations of persons with disabilities (OPDs)
* Provide on-demand mentoring and coaching, actively supporting the professional development of Save the Children staff to build knowledge of Disability Inclusion theory and practice
* Contribute to the adaptation of Disability Inclusive approaches in planning, implementation through capability building and practical thematic advisory support.
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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 :*** Relevant masters level degree in a relevant field, preferably with a focus on people/children with disabilities.
* 7+ years of experience in a senior position in an international human rights/child rights organisation.
* Demonstrated success in facilitating and managing successful Disability Inclusive strategic planning, programming, advocacy and research at different levels (e.g. national, regional and global).
* Experience in supporting Disability Inclusion across several of the following areas: education, child protection, child health and nutrition, child participation, MEAL, social protection, early childhood development, maternal sexual and reproductive health, WASH, construction, child participation, rights monitoring and reporting, humanitarian sectors.
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| **EXPERIENCE AND SKILLS:****Essential:*** Significant prior experience within development and/or humanitarian work, with a rights based approach, including experience within a country programme or equivalent.
* Demonstrable experience of a focus on people/children with disabilities in development and/or humanitarian context, including across multiple thematic areas (health and nutrition, education, child protection, child poverty and/or child rights governance).
* Conceptual and theoretical understanding of the UNCRPD, the UNCRC and the application of the Washington Group Questions and UNICEF Child functioning Modules, accompanied by the ability to inspire, motivate, and build capacity and confidence in this in others.
* Demonstrable ability to co-ordinate and work across an organisation to change behaviours and deliver results.
* Experience of training and capacity building with a track record of building in-country understanding and skills for Disability Inclusive programming
* Proven senior level experience leading diverse, complex initiatives and virtual teams to achieve agreed objectives.
* Good theoretical understanding and practical experience with planning, monitoring and evaluation tools commonly used in the development and humanitarian sector and disability inclusive programming (e.g. the logical framework approach and results based management)
* Excellent writing, communication, and networking skills in English
* Strong ability to build internal and external partnerships, guide and motivate people towards the achievement of agreed goals
* An ability to provide high-level external representation.
* Ability to prioritize when working under pressure, along with strong problem-solving skills.
* Self- motivated, collaborative, can share capacity, innovative, adaptable to complex situations and able to work with high degree of autonomy.
* Willingness and ability to travel up to 15% of time.

**Desirable*** Additional languages, particularly French, Spanish and/or Arabic.
* Experience with project and/or process management
* Robust analytic skills and demonstrated knowledge in MEAL, including indicator development, preferably related to children with disabilities and disability disaggregated data.
* Experience in fundraising, new business development (NBD), finance management and IT.
* Experience working within a complex and matrix organisation structure.
* Lived disability experience
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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. We encourage persons with disabilities to apply for this role.  |
| **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: Dreeni Geer** | **Date: January 2023** |
| **JD agreed by:** | **Date:** |
| **Updated By:** | **Date:** |
| **Evaluated:** | **Date:** |