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| **TITLE:**  Global Head of Humanitarian Child Rights, Participation and Accountability (CRPA) |
| **TEAM/PROGRAMME:** OHTT | **LOCATION: UK** or any existing Save the Children International Regional or Country office **Worldwide.** |
| **GRADE**: B Senior level | **CONTRACT LENGTH:** Secondment (12 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 role is an exciting opportunity for an engaging leader who will provide strong technical direction, inspire innovations and develop new partnerships enabling Save the Children and its partners to support children affected by humanitarian crises. The postholder will lead a team driving improved impact for children affected by emergencies through strengthening Save the Children’s CRPA response, approaches and learning and contributing to an improved humanitarian sector for children. In this leadership role, the post-holder will manage a team of technical experts, driving the future of humanitarian programming, ensuring that programs are more localized, driven by partners, diverse, inclusive and led by those affected by crises.  The post holder will lead the organization in driving program quality and impact in humanitarian CRPA, within the overall sector strategy. Specifically, the post holder will be accountable for (1) developing, implementing, and overseeing the global humanitarian plan and sector strategy; (2) strategic portfolio management and resource mobilization; (3) people management, capacity strengthening and professional development; and (4) sector coordination and internal and external representation. 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:** Global Head Humanitarian Rights & Reform**Direct staff reporting to this post**: currently two global positions. **Indirect:** Child Rights, Participation & Accountability Task Team, CRESJ team **Budget Responsibilities: *N/A*****Role Dimensions**: ***(e.g. complexity, relationships, communication with stakeholders)***  |
| **KEY AREAS OF ACCOUNTABILITY:** **Drive Program Quality and Impact for Child Rights, Participation and Accountability in Humanitarian Response** **Develop, implement and oversee Humanitarian Plan and Sector Strategy (25%)*** Drive systematic evidence and learning generation and use across all responses
* Ensure the use of context analysis to inform timely anticipatory action as it relates to CRPA
* Oversee the generation of good practice in CRPA and contribute to the design of future relevant humanitarian Common Approaches
* Support country offices and support teams through technical backstopping and timely deployments
* Draw on colleagues around the globe to ensure the development and uptake of technical quality standards and guidelines for CRPA
* Lead by example in SC’s ambition to meaningfully embed child and community participation, gender, Safeguarding/Safer Programming and inclusion considerations to inform programmes, activities, advocacy and influence SC and partner decision making.
* Lead regional and country offices in defining movement-wide direction and priorities for CRPA and how to adapt, innovate and apply to context
* Lead continual process of reflecting, adapting, innovating, and re-applying thought leadership to implementation
* Deploy and contribute to a humanitarian response or response review exercise every two years

**Strategic portfolio/budget management and resource mobilization (25%)*** Lead humanitarian CRPA team to ensure technical quality within award implementation
* Accountable for oversight of technical deliverables to donors, in coordination with award managers to ensure donor requirements are met
* Develop and maintain global and strategic partnerships for humanitarian CRPA in close collaboration with Global Business Development team and members
* Oversee full thematic portfolio across all relevant donors and members, and create/oversee strategic donor engagement and portfolio growth strategy in coordination with relevant members and account holders
* Ensure SC members have access to technical expertise for donor related activities (e.g. donor engagement, proposal development, implementation, and reporting).
* Strategic oversight of humanitarian CRPA resourcing, including monitoring of new raise across the portfolio and identifying gaps and/or growth areas in close collaboration with member funding targets and engagement with key donors.
* Triage and respond to multiple competing demands based on emerging country office needs, donor requests, and new business development opportunities
* Keep oversight of, and potentially lead on, high-priority global bids, and problem-solve and/or step-in on specific bids, as needed
* Contribute to global priorities and promote application of state-of-the-art approaches throughout the portfolio

**Lead and Represent a Diverse and Inclusive Technical Team; Ensure Professional Development and Career Pathways for a Global Cadre of Humanitarian Child Rights, Participation and Accountability Professionals** **People Management, Capacity Strengthening and Professional Development of TE (30%)*** Lead on our diversity and inclusion ambition to ensure high quality and diverse technical teams.
* Provide direct line management and ensure professional development opportunities are available for CRPA team members
* Identify strategic technical competency gaps among staff and partners and work closely with PQI and regions to design and deliver trainings and development opportunities
* Support team to ensure quality Subject Matter Advice to support the technical development and deployment of humanitarian surge staff
* Systematic engagement with the global surge team to define deployment needs and to contribute to recruiting processes, including for external rosters as relevant
* Set vision and priorities for technical working groups, task teams and communities of practice

**Internal and External Sector Coordination and Representation (20%)*** Serve as Save the Children’s senior representative in relevant global technical fora, and/or delegate where appropriate to other senior members of the technical team
* Accountable for ensuring high quality technical engagement and representation from across the team, to represent Save the Children’s humanitarian programming, research, and learning
* Lead global humanitarian CRPA advocacy inputs in collaboration with the global advocacy team
* Collaborate with regional counterparts to deliver on sector strategic goals, ensure program quality and capture good practice
* Maintain strong, collaborative relationships with technical counterparts as well as key operational and award focal points across the organization
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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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| **KEY COMPETENCIES****Generic Competencies:*** Supports the protection and promotion of the rights of all children including in times of crisis, conflict and disaster
* Champions the use of evidence to influence policies and practice
* Drives an enabling environment for gender equality and inclusion
* Leads formal and informal engagement with diverse, strategic partners based on shared, long-term visions
* Takes informed and calculated risks in response to emerging threats to children’s rights and changing environments

**Technical Competencies:*** Promotes best practice for ensuring and strengthening child rights in emergency and fragile contexts
* Leads on strengthening organisational approaches in accountability to children and their communities
* Champions and provides thought leadership and technical expertise on child and community participation in humanitarian responses
* Ensures the systematic and appropriate design and use of accountability mechanisms to support decision-making within humanitarian responses
* Works to empower children to claim their political and civil rights, and works to promote civil society voice and space in humanitarian settings
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| **EXPERIENCE AND SKILLS****Essential*** Senior leadershipexperience working in Save the Children with known ability to work across a network of international stakeholders to advance humanitarian programming
* Minimum of 10 years experience working directly in humanitarian responses including in complex contexts to design, implement and evaluate programs
* Minimum of 5 years management experience driving results and impact, while fostering a supportive and positive work environment
* Experience in creating and managing high-performing teams including building shared objectives, quality control, evaluation, motivation, performance and professional development
* Demonstrated experience in strategy development and strong strategic thinking skills, as well as ability to mobilize resources to drive strategy implementation
* Thorough knowledge and track record of influencing public and programme policy and advocacy agendas to promote principled humanitarian response.
* Knowledge of policy, research and evidence-based methodologies with regards to humanitarian programming, and other relevant child focused programming.
* Proven experience delivering results and outputs with evidence of adapting based on context and needs analysis.
* Energy and drive to create change in a large complex organisation, while constantly adapting approaches and applying enterprise-driven thinking
* Highly developed interpersonal and communication skills including influencing, negotiation and coaching – ability to work with all levels from CEO to junior staff and across all functions.
* Commitment to building and supporting a diverse and inclusive technical team.
* Fluent spoken and written English

**Desirable:**Additional languages, particularly French, Spanish and/or Arabic. |
| **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. |
| **Health and Safety**The role holder is required to carry out the duties in accordance with SCI Health and Safety policies and procedures. |
| **Safeguarding our Staff:**The post holder is required to carry out the duties in accordance with the SCI anti-harassment policy |
| **JD written by:** | **Date:** |
| **JD agreed by:** | **Date:** |
| **Updated By:** | **Date:** |
| **Evaluated:** | **Date:** |