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| **TITLE:**   Disability Inclusion Senior Advisor – Humanitarian Response | | |
| **TEAM/PROGRAMME:** Humanitarian | **LOCATION: UK (London or Remote) or any existing Save the Children International Regional or Country office Worldwide** | |
| **GRADE**: C/3  Mid Senior level | **CONTRACT LENGTH:** Until December 2025 | |
| **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 Disability Inclusion Senior Advisor will use their in-depth contextual understanding, technical expertise, and relationship building skills to ensure Save the Children’s humanitarian programming is responsive to the needs of children and families with disabilities.  Sitting in the Humanitarian Rights and Reform pillar, this role will contribute to a vision for transformative action on key areas of making our humanitarian work more rights-based and inclusive. Working collaboratively within Save the Children and across the sector, this role will help establish Save the Children as a sector leader in disability inclusion in humanitarian response.  This role also includes external representation on priority issues including disability rights, inclusive child participation and monitoring of rights, disability data, meaningful participation of persons with disabilities in humanitarian action and disability inclusive health, nutrition, child protection, climate change, education and social protection programming. 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: SCI** Global Head Humanitarian Rights & Reform  **Staff reporting to this post: 0**  **Direct: 0**  **Indirect :** None,but this role will provide coaching and mentoring support to colleagues, and local partners, working on disability inclusion in regional, country and surge teams.  **Budget Responsibilities: TBC**  **Role Dimensions**:  This role reports directly to the Global Head Humanitarian Rights & Reform and sits within SCI’s centre humanitarian technical team. The role will also work closely with the Child Rights, Equality and Social Justice team in SCI’s Programme Quality and Impact division. The role will work closely with focal points for disability inclusion from across the Save the Children movement. The role is expected to foster relationships with a wide range of internal stakeholders including Save the Children disability inclusion technical working group, the Country Office Humanitarian team, and advocacy colleagues.  **Context:** Humanitarian  **Primary Technical area:** Cross-thematic Disability Inclusion  **Secondary Technical area:** Cross- thematic expertise in one or more of the following areas: education, child protection, health & nutrition, WASH, construction, or cash/social protection. | | |
| **KEY AREAS OF ACCOUNTABILITY :**  **Technical leadership**   * Provides technical oversight of rapid assessments, project design and delivery of programs in humanitarian responses, in relation to Save the Children’s responsiveness to children and families with disabilities. * Train, support and provide assistance to technical experts and operational staff working in humanitarian response, to contextualise global Save the Children guidance on disability inclusive programming and advocacy. * Support learning and evidence about disability-responsiveness of Save the Children’s humanitarian responses, to improve program quality and inform the global strategic direction in Disability Inclusion across the movement * Facilitate learning across Save the Children’s humanitarian response about Disability Inclusion; identify creative ways to share learning, best practices and collectively address challenges * Play an active role within the Humanitarian Rights & Reform team to develop a longer-term strategy to ensure Save the Children’s Humanitarian response meets the needs of children and families with disabilities. * Actively participate in the global Disability Inclusion Technical Working Group.   **Programme Support and Technical Capacity Strengthening**   * Provide in-depth technical inputs to program design, start-up, monitoring and delivery so that it is responsive to the needs of children and families with disabilities. * Deploy to new emergencies, ongoing responses or real time review as Disability Inclusion Technical Expert. * Serve as the movement-wide technical backstop for disability inclusion in humanitarian responses, applying global standards and processes in active backstopping and support to COs. * Provide subject matter advice to deployable staff within the Global Expertise and Humanitarian Surge Team. * Capacity build, mentor and build networks of technical experts working in humanitarian response to make programming and advocacy more disability inclusive. * Contribute towards the creation of an organisational learning culture that promotes the use of disability disaggregated data, evidence and analysis. * Contribute to strengthening the use of Disability Inclusive programme principles and good practice across themes and sectors.   **Resource Mobilisation and New Business Development**   * Stay informed of key donor strategic thinking, requirements and priorities with regards to disability inclusion. * Support proposal development processes, providing technical inputs to ensure disability is mainstreamed across new humanitarian awards/projects.   **Internal and External Sector Coordination and Representation**   * Foster partnership with organisations of persons with different and specific types of disabilities, to explore collaboration on shared programming, advocacy, research and learning. * Represent SC in working groups in strategic fora * Champion engagement of people with disabilities and their representative organizations in dialogues and policy processes such as monitoring of implementation of the Convention on the Rights of Persons with Disabilities. * Champion that the voices of children with disabilities across Save the Children’s thematic advocacy work. * Contribute to the review and/or development of sector-wide humanitarian technical standards, standard operating procedures, programme policies and tools related to disability inclusion, * Participate in professional networks related to disability rights and ensure that Save the Children is influencing and learning from others through technical coordination and networking bodies such as clusters and working groups, national and international networks for Disability Inclusion, International Disability and Development Consortia and the broader disability rights movement. | | |
| **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 | | |
| **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 * Inspires others to embrace the values and principles that underpin partnerships and the localisation agenda.   **Technical Competencies:**   * Raising awareness and building capacity on disability inclusion and the rights of adults and children with disabilities across organisation, programmes and themes * Driving the uptake in use of Disability Inclusive Programme Principles across programmes and thematic areas * Advocating for the rights of adults and children with disabilities and actively promotes and supports the voices and agency of children with disabilities to participate in decision making processes * Providing technical and practical support and guidance to colleagues within different thematic areas so they can deliver better disability inclusive programmes and activities in their day-to-day work. | | |
| **EXPERIENCE AND SKILLS**  **Essential**   * Solid experience of leading the design implementation monitoring and evaluation of humanitarian Disability Inclusive programmes * Experience working directly with children with different types of disabilities and their families. * Experience working with organisations of persons with disabilities (OPDs) and good relationship and wide network with disability experts and OPDs in at least one country where Save the Children works. * Significant experience in designing and delivering training, capacity building, and mentoring on Disability Inclusion in at least one of Save the Children’s thematic areas: health and nutrition (including rehabilitation and WASH), child protection, education, or social protection. * Able to generate and use data and evidence to innovate, deliver, learn and share what works and what doesn’t work for children with disabilities, especially disability disaggregated data * Experience designing and facilitating capacity building trainings on disability rights and inclusive programming. * Strong understanding of the Disability Rights sector, policy priorities and the situation for adults and children with disabilities in humanitarian contexts in at least one country where Save the Children works * Demonstrated understanding of the Convention on the Rights of Persons with Disabilities (CRPD), Disability Inclusive Programming, the IASC Guidelines on Inclusion of persons with disabilities in humanitarian action, Disability Disaggregated data and MEAL, and Universal Accessible Construction standards. * Familiarity with Disability Situation Analysis, Barrier Analysis, and CRPD monitoring. * Understanding of protection from sexual exploitation and abuse (PSEA), safeguarding and safe programming. * Creativity, problem-solving ability, energy and the drive to create change in a large complex organisation, while constantly adapting approaches. * Highly developed interpersonal and communication skills including influencing, inspiring, negotiation and coaching – ability to work with all levels from CEO to junior staff and across all functions. * Commitment to supporting diversity and inclusion within Save the Children. * Fluent spoken and written English * The capacity and willingness to be flexible in difficult and sometimes insecure working circumstances.   **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. | | |
| **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: |
| Updated By: Wawan Muhammad (Global Head of Humanitarian Rights & Reform) | | Date: |
| Evaluated: | | Date: |