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| **TITLE:**  Global Change Manager – Localisation Initiative | | |
| **TEAM/PROGRAMME:** Transformation Delivery | **LOCATION: UK (London or Remote) or any existing Save the Children International Regional or Country office Worldwide** | |
| **GRADE**: CTR B / NAT 2  Mid-Senior level | **CONTRACT LENGTH:** Permanent | |
| **CHILD SAFEGUARDING:**  Level 1:  A basic criminal record background (DBS) check is required/equivalent police record check. | | |
| **ROLE PURPOSE:**  In order to achieve our global breakthroughs for children by 2030, the Save the Children movement has committed to significantly changing the way we work – a core component of which is to shift power to local and national actors. Our Localisation ambition – ‘Local to Global for Impact’ - is an ambitious, multi-year, transformational journey that will see us – and the wider sector - deliver more, better, and fairer impact through context-responsive, locally-designed, locally-led and locally–owned programs for children.  We will achieve this by addressing fundamental challenges in the way current aid is delivered to enable and facilitate local actors’ own access to global resources for maximum impact – and we will overcome blockers within our own organisation that currently prevents this from happening.  The Localisation Initiative was originally formed to define the strategic approach to Localisation and the high level roadmap for its realisation. We are now entering the next phase of the transformation – with the team accelerating the pace to meet the movement’s Localisation ambition. It consists of a small number of dedicated resources tasked with overcoming a number of blockers to Localisation that currently exist across the movement.  As the GCM for the Localisation initiative, you will be responsible for understanding the context and stakeholders, and for assessing the impact of the proposed options to move forwards in terms of our culture, people, processes, data and systems. You will work closely with the wider initiative team to agree priorities, develop a robust change plan, and monitor progress against this plan. You will also be accountable for the development and delivery of all required change interventions needed across the workstreams being delivered, as well as ensuring the relevant leadership alignment required to support subsequent phases of the transformation journey. | | |
| **SCOPE OF ROLE:**  **Reports to:** Director, Localisation Initiative  **Staff reporting to this post:** None initially. May require additional change resource in the future but TBC  **Budget Responsibilities:** None directly. Will be required to provide input on change related budget required for implementation  **Role Dimensions**: This initiative is highly complex and will require engagement with a complex group of stakeholders across all levels including SLT from across the movement. | | |
| **KEY AREAS OF ACCOUNTABILITY :**   * Current Future State Analysis: Building on the feasibility assessment already completed, detail out the current and future state to define the changes that will be required to deliver the transformation * Change Impacting: Lead on impacting the changes across all stakeholder groups involved in the project including defining the required interventions to move from the current to the future state. Ensure the impact and associated interventions are effectively reviewed and agreed via defined governance * Change Planning: Build out the change plan detailing the required change and comms interventions to deliver the project. Ensure the change plan is built into the wider project plan and dependencies are effectively understood and managed * Defining and Leading Change Interventions: Once interventions have been defined and agreed, lead the execution of the required interventions including holding others to account for delivery where needed * Project Comms and Engagement across Stakeholder Groups: Lead on all comms and engagement activities required to support delivery of the project across all stakeholder groups, working in partnership with the Project Lead * Problem Solving: All projects face challenges along the way and the Project Lead will need to take a hands on role to identify issues and ensure they are effectively managed through to resolution and any subsequent impacts are reported to governance in a timely way | | |
| **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**  Educated to degree level / equivalent work experience | | |
| **EXPERIENCE AND SKILLS**   * Demonstrated experience and capability in change management and supporting the delivery of major projects in regards to business processes and systems within a large and complex international organisation as well as changes to organisation structure and ways of working * Experience of working across project phases to deliver change management oversight and interventions * Demonstrable ability to challenge the user-friendliness of set up, requirements and design for implementation and regular usage * Experience of solving issues through analysis, definition of a clear way forward and ensuring buy in * Excellent communication, stakeholder management and interpersonal skills. Engaging as well as assertive, influencing and negotiating * Affinity, knowledge and experience of working within a standardised project/change methodology * True passion for results, responsibility and proactivity * Competent in MS Word, Excel and PowerPoint * Able to effectively work and manage self in a volatile, uncertain, complex, and ambiguous (VUCA) environment   **Desirable**   * Expertise and experience in managing change for target operating model transformations * Expertise working in change * Experience working in the INGO sector * Ability to speak one of the additional Save the Children core languages including French, Spanish and 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:** Vija Shunmoogum | | **Date:** 31 May 2024 |
| **JD agreed by:** Beth Lister | | **Date:** 31 May 2024 |
| **Updated By:** | | **Date:** |
| **Evaluated:** | | **Date:** |