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| **TITLE: CASH+ Program Manager (Cash and Voucher Assistance)** | | |
| **TEAM/PROGRAM: Operations** | **LOCATION:** Maputo, Mozambique | |
| **GRADE: 2** | **CONTRACT LENGTH: 12 Months** | |
| **CHILD SAFEGUARDING: (select only one)**  Level 3:  the role 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 in country programs; or are visiting country programs; or because they are responsible for implementing the police checking/vetting process staff. | | |
| **ROLE PURPOSE:**  Save the Children Mozambique is committed to providing quality CASH+ Program which leverages Multi-Purpose Cash Assistance (MPCA) to complement our core Child Protection, Education and Health/Nutrition activities ensuring households meet basic needs and children realize their full and equal rights. The CASH+ Program Manager will lead a dynamic new team for Save the Children in Mozambique and be responsible for the cash and voucher activities (CVA) within all CASH+ programming. The role is both a strategic and an operational role.  The CASH+ Program Manager is responsible for leading the strategic development and the technical design of all CASH+ programming in Mozambique in collaboration with Save the Children’s Health and Nutrition, Child Protection, and Education technical teams. The role will steer the organization’s advocacy for scaling up CVA in the country and promoting Save the Children’s CASH+ model to donors, partners, and government stakeholders. Moreover, the PM will work closely with Program, Development, and Quality (PDQ) team to scale up existing CASH+ pilots and identify new opportunities. The role holder will closely work with the DRR and Resilience Technical Specialist to advocate for more CASH+ Programming acceptance within government institutions such as INGD, INAS and SPAS (at provincial level).  The CASH+ Program Manager will lead a small team in the implementation of CVA activities in multiple CASH+ programmes. The role will require direct, in-field supervision of CVA activities to ensure consistent quality and impact. The CASH+ PM will collaborate with Save the Children’s Monitoring, Evaluation, and Learning (MEAL) team to design and carry-out monitoring and evaluation activities that ensure Child Safeguarding standards are met; programming is done is a safe and effective manner; and that CASH+ demonstrates significant impact. This role is fundamental to the development of the multi-year CASH+ strategy in Mozambique. 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:** Director of Operations  **Staff reporting to this post:** CASH+ Officer, with expected added staff in 2025/2026  **Budget Responsibilities:** Yes  **Role Dimensions**: This role is focused at the Mozambique Country Office, with base station being Maputo, but covering programming in multiple provinces of Mozambique including Cabo Delgado, Zambezia, and Nampula. The CASH+ PM will work with a wide range of internal and external stakeholders including Save the Children members, government stakeholders, and technical staff. | | |
| KEY AREAS OF ACCOUNTABILITY:  **A. Technical Leadership:**   * Provide technical leadership for CASH+ Programming for the Country Office and set the strategic approach with regards to CVA in relation to the wider country strategy * Build capacity of national staff and partners in key technical approaches related to CASH+ programming, including CVA core concepts; the CASH+ Approach; MPCA Analytics; Group Cash Transfers structures and approaches; and antifraud systems * Evolve and Develop new MPCA tools that enhance the quality of CASH+ programming * Lead the capacity building of national and international staff * Lead the Diversification of Financial Service Providers, by identifying new providers and ways of working * Serve in an advisory role on all CASH+/CVA matters and developments to SMT and guide and shape the SCI CASH+ programming direction from a well-informed basis   **B. Ensuring Quality Program Design:**   * Work closely with new business development colleagues to identify and pursue funding opportunities * Lead the technical programme development of all CASH+ programming (in coordination with NBD Team), and ensure the delivery of high quality, holistic gender-transformative, and child centric programming. Ensure that broader intersecting social justice, disability and resilience considerations are reflected in our program design and implementation * Work with Child Rights Governance colleagues to ensure that a rights-based approach is reflected in our program design and implementation (in line with our [child rights programming approach](https://savethechildren1.sharepoint.com/what/CRP)), with a strong focus on child participation * Work with Monitoring, Evaluation, and Learning (MEAL) teams in creating and maintaining a consistent data centric approach to the CASH+ program. The person will ensure MEAL indicators, collection methodologies, and tools capture process and impact * Lead annual CASH+ Strategic Review discussions that leverage learnings from ongoing and finalized programming   **C. Ensuring Program Implementation:**   * Directly Manage the CVA activities of all CASH+ programme implementation to ensure that thematic program components are technically sound, implementation methods are consistent with national and global strategies, acknowledged good practice (e.g. CALP and Save the Children MPCA guidance); and will achieve scale, as well as equitable and sustainable results * Ensure specific Management of activities are aligned with individual project SoPs * Manage existing Financial Service Providers (FSP) and serve as the direct focal point (supported by the Supply Chain team) for all FSP activities * Work with Supply Chain in the procurement processes for expanding the FSP portfolio and will be responsible for setting up relevant FWA (framework agreements), identifying the most suitable and qualifying service providers, and negotiating best terms & conditions for the organization. * Ensure that CASH+ programmes have anti-fraud systems in place that mitigate misuse and theft at all operational levels * Lead the Feasibility and Risk Assessment Process for all CASH+ programming * Support MEAL teams in Ensuring proper post distribution monitoring assessments are conducted, drawing learnings from the distributions, and putting into place corrective measures * Undertake field visits to project sites; work with implementation teams to understand impacts, operational challenges, and continuously identify opportunities for learning and improvement * Contribute to organisational learning regarding CASH+ programming, ensuring that learning from our programmes is shared across the Country Office, our partners, and the national/subnational Cash Working Group, as well as with colleagues in the wider regional and global CVA community in Save the Children * Participate in the development of emergency preparedness plans, in CVA and market-specific assessments (including gender analysis and disability situation analysis, using SC assessment processes and tools), as well as in the design and delivery of emergency response and recovery strategies * Ensure synergies across thematic and functional teams, data and programme design * Ensure that the humanitarian minimum standards are maintained in accordance with the Inter-Agency Standing Committees recommendations for CVA, the CALP Network, the Sphere Charter and Minimum Standards and the Core Humanitarian Standards   **D. Networking & External Engagement:**   * In alignment with the Country Office strategy and leadership, engage in strategic positioning with donors, partners and government stakeholders, and ensure that Save the Children is a partner of choice in CVA/MPCA programming * Ensure that Save the Children is influencing and learning from others through national technical coordination and networking bodies such as clusters and the national and sub-national Cash Working Groups * Represent the CVA component of CASH+ to National and Local government representatives, donors, partner agencies, etc. as required * Ensure the quality, clarity and consistency of technical components of internal and external reports (e.g. programme reports, sit-reps, internal updates) * Leverage and liaise with technical colleagues from across Save the Children, including technical working groups and centres of excellence, ensuring that learning from the Country Office is shared with others and global lessons are integrated into new program design | | |
| **BEHAVIOURS (Values in Practice**)  **Accountability:**   * Holds self-accountable for making decisions, managing resources efficiently, achieving and role modelling Save the Children values * Holds their team and partners accountable to deliver on their responsibilities - giving them the freedom to deliver in accordance with the context, 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 professional 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   The post holder must commit to work in an international agency that promotes diversity, equity and inclusion and fights racism, gender inequality and discrimination in all forms; and to model positive behaviours that demonstrate a commitment to equality and respect to all colleagues, partners and communities. | | |
| **QUALIFICATIONS**   * Master’s degree in either; economics, international development, public administration, agriculture and food security, or equivalent education | | |
| **ESSENTIAL EXPERIENCE AND SKILLS**   * At least 6 years’ experience of working internationally/nationally in Cash & Voucher Assistance in emergency and development settings, for a broad range of institutional donors and sectors * Previous humanitarian response experience in hard-to-reach areas * Experience with various cash and voucher mechanisms, including mobile, digital, card, paper voucher, and cash in hand * At least 3 years of CVA Management experience * Demonstrable understanding of monitoring, evaluation, learning, and beneficiary accountability systems * Familiar with Sphere Standards and CHS (core humanitarian standards) * Experience of context, capacity and policy analysis, and influencing and advocacy at national level to hold duty bearers to account, to realise children’s rights * Skilled at networking, representation and partnership development to promote learning, strengthen civil society, and mobilise resources * Able to generate and use data and evidence to innovate, deliver, learn and share what works and what doesn’t work for children * Experience of promoting quality and impact through at least one cross-cutting area: gender equality and inclusion, adaptive and safer programming; child rights; disability; and/or migration and displacement * Experience of supporting humanitarian preparedness, response and recovery * Significant experience in training, capacity building, and mentoring * Fluent in English and working proficiency in Portuguese preferred but not required | | |
| **KEY COMPETENCIES**  **Technical competencies:**   * The ability to design and lead Needs Assessments, Feasibility and Risk Assessments, and Valuation/Gap Analysis to inform CASH+ program design * Experience in building CVA systems and integrating Standard Operating Procedures and best practices related to the set-up and implementation of CVA * The ability to work with thematic experts on the design of sector-specific CASH+ programming (e.g. Health/Nutrition, Education, Child Protection, and FSL) * Experience in the use of early warning information to plan for and trigger early CVA responses * Significant experience in the application of methodologies to calculate cash/voucher amounts for sectoral outcomes as well as for multi-purpose cash transfers (e.g., MEB) * Experience in the integration of internal anti-fraud systems * Demonstrable understanding of monitoring, evaluation, learning, and beneficiary accountability systems   **Generic Competencies**   * *Being the Voice of Children*: Promotes evidence-based policy and public engagement that includes the voices of children and their communities * *Advancing Equality & Inclusion*: Displays a commitment to ensuring everything we do considers the most deprived and marginalised children * *Building & Strengthening Partnerships*: Promotes working with diverse partners as critical to delivery * *Child Rights:* Promotes the rights of children in own work and in work with colleagues and peers | | |
| **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 SCI’s global Diversity, Equity and Inclusion and Gender Equality Policies, supported by relevant 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:** Jason Andrews | | **Date:** |
| **JD agreed by:** Phipps Campira | | **Date:** |
| **Updated By:** | | **Date:** |
| **Evaluated:** | | **Date:** |