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| **TITLE:**  Global Sponsorship Social Change Advisor | | |
| **TEAM/PROGRAMME:** Program Quality and Impact (PQI) | **LOCATION:** worldwide – any existing SCI office | |
| **GRADE**: C Mid-Senior level | **CONTRACT LENGTH:** Two years | |
| **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:**  Save the Children’s global Sponsorship program is shifting to focus on addressing inequality and discrimination so that ALL children experience their full rights. To do this, our country programs are designing 10-year programs with a vision of social transformation in which discrimination against a group of children is no longer tolerated. We are working together with children and agents of change at every level – family, community, institutional and policy – to ensure that sustainable change happens to achieve impact at scale. Our programs will also achieve outcomes that ensure all children survive, learn and are protected.  The Global Sponsorship Social Change Advisor will provide technical assistance and capacity building to Sponsorship country offices while maintaining aommunity of practice and stimulating innovation in the area of social change. They will be part of our global think space on what it takes for social transformation to happen, and will have insights into models, thinkers and measurement of social change. The Advisor will contribute to the design and delivery of programs in line with the global Sponsorship Theory of Change and the development of evidence-based (or testing innovative) approaches to deliver positive impact for children in 20 countries. By participating as a member of the global Sponsorship team, she/he supports cross-learning, together with experts from child rights, equality, social justice and behaviour change teams, and will manage an external panel of relationships that keep Save the Children on the cutting edge of knowledge and practice around social change. The Advisor will be responsible for assisting with technical design, testing strategies and documenting best practices and successes. They will remain in close contact with other Technical Experts and implementers to maintain current knowledge of evidence based approaches, and collaborate in providing technical support to Sponsorship Offices. They play a key role in catalysing innovation and research, especially in testing the measurement of change and impact for children. In case of a major humanitarian emergency, they may be called upon to support programming and response. | | |
| **SCOPE OF ROLE:**  **Reports to:** Director Sponsorship Programs, with dotted line reporting to Child Rights, Equality and Social Justice team  **Staff reporting to this post:** none  **Role Dimensions**: As a global Technical Advisor, the position is expected to participate in and/or lead technical working groups, and contribute to the building of the evidence base in their thematic area of expertise. They should be comfortable with conducting research and evaluations in their thematic area, and be prepared to strengthen our capacity in Common Approaches. | | |
| **KEY AREAS OF ACCOUNTABILITY :**  ***Advance Global Evidence and Practice (40%)***   * Provide thought leadership on how social change happens to end discrimination and ensure equality for all children. * Review and disseminate information from the sector on new evidence in a format that is useful for country office uptake, and aligns with other technical guidance. * Work collaboratively with behavior change experts to ensure all discriminations at each level of the socio-ecological model are addressed within Sponsorship programs. * Design and implement effective research studies within Sponsorship to validate and generate evidence on social change that benefits children’s rights. * Champion innovations in social transformation to achieve scale within country office programs. This goes beyond our direct delivery of services by staff and engages children, communities, partners and government agencies in advancing sustainable change in their context. * Create and contribute to an external expert panel on social transformation from whom Save the Children learns and showcases how theory translates into practice with positive outcomes for children. * Test measurement of success in social change with Evidence and Learning colleagues to ensure programs capture impact and value for money effectively. * Collaborate with Child participation colleagues to ensure ethical and meaningful practice towards realizing children’s civil and political rights   ***Advance equality and inclusion (30%)***   * Assist Sponsorship Offices to design evidence based programs that address issues of inequality and discrimination. * Participate in preparation and delivery of lessons learned workshops at critical points in the Sponsorship program cycle, including technical adaptations to increase impact and achieve scale, on issues of equality and inclusion. * Provide targeted technical expertise to specific countries to improve the quality and effectiveness of Sponsorship social change programs. This includes using logical frameworks to design coherent, evidence-informed, and measurable program activities, outputs and outcomes, and endorsing solutions that contribute to our global evidence base. * Articulate and role model a vision of achieving equality and non-discrimination so that Sponsorship programs understand how root causes can be addressed to achieve our child rights ambition and programmatic Breakthroughs. * Ensure that strong gender transformative approaches are used within our technical interventions. * Engage with other Equality colleagues to build in approaches that accommodate specific equity seeking groups of children (those with disabilities, are racialized, SOGIESC diverse, etc.)   ***Contribute to building and disseminating program learning opportunities at scale (20%)***   * Assist in developing and implementing learning opportunities for Sponsorship staff. This may include delivering trainings and orientation workshops on key topics, developing cross-country learning exchanges, online community of practices and “learning buddy” sessions. Help connect Sponsorship program managers with similar challenges to increase learning and ultimately improve program quality. * Contribute to global communities of practice, working groups, and/or technical leadership groups in terms of best practices and lessons learned. Help integrate learnings from these forums into Sponsorship programs. * Support engagement with and capacity strengthening of partners, communities and children themselves as a way to catalyze lasting, transformational change. * Facilitate integration of social change approaches with core Sponsorship technical programming to ensure high level impact and results for children. Influence other programs across Save the Children in uptake of successful strategies.   ***Engage in Sponsorship team meetings and partnerships (10%)***   * Participate and contribute, via Teams and in-person events, to regular team forums and planning events (Program Quality and Impact weekly team meeting, monthly program/MEAL/Community Mobilization leadership group meetings and other technical Sponsorship forums) by being a champion for program quality and safeguarding. * Contribute to the global program quality and impact discussion: championing the Sponsorship global Theory of Change, advancing Sponsorship cross-cutting themes, promoting integration, and supporting high-quality program monitoring and Sponsorship evaluative processes. * Represent Sponsorship learning on social change to peers, Save the Children Members, external partners and other collaborators. * Providing additional support to other relevant activities as requested, including support to humanitarian crises. | | |
| **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**   * Minimum of a Bachelor Degree or equivalent, plus at least 5 years of relevant experience. Masters degree preferred. * Professional proficiency in MS Office suite. * Professional proficiency in spoken and written English. | | |
| **EXPERIENCE AND SKILLS**   * At least 5 years of experience working with large scale social change movements and/or projects, preferably in an international context. * Demonstrated experience providing technical assistance (TA); may include TA to government counterparts, UN agencies, NGO/INGOs, and/or teachers in the formal and non-formal sectors. * Experience working with children and communities in a participatory and respectful manner, with a safeguarding and gender transformative lens. * Experience designing technical projects of 5 years, or more, and with an annual budget of at least $500,000. * Demonstrated ability to deliver training, facilitate cross-learning activities and develop technical instruction materials. * Knowledge of current best practices, indicators and innovations in social change and child rights. * Commitment to the organization’s values of gender equality and inclusion. * Familiarity with, and commitment to, a child rights approach to programming. * Demonstrated ability to communicate and collaborate effectively with individuals and teams at all levels, both internally and externally. * Demonstrated commitment to fostering and maintaining an environment of diversity, inclusion, and belonging. * We value the lived experience of members of equity-seeking groups. | | |
| **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:** Director of Sponsorship Programs | | **Date:** 4 November 2022 |
| **JD agreed by:** | | **Date:** |
| **Updated By:** | | **Date:** |
| **Evaluated:** | | **Date:** |