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| **ROLE PROFILE: Head of Technical Excellence & Capability** | |  |
| Position Title: | Head of Technical Excellence & Capability |
| Position ID: | 704854908-copy |

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| **Team** | Technical Resources and Quality | **Grade** | M4 |
| **Reports To (Title)** | Director of Technical Resources and Quality | **Contract Length** | Permanent |
| **Location** | Any existing SCI office location | **Time-zone** | Any |
| **Languages** | English | **Headcount** | 1 |

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| **Team and Job Purpose** |
| **Team purpose**   * Set global standards for programme quality & influencing and support country offices & members to contextualise these * Coordinate Impact and Influencing (I&I) contribution to global strategy * Ensure I&I Teams support COs to respond to children’s changing needs and drive impact beyond thematic & geographic siloes. * Build and strengthen the calibre, stability &diversity of our global I&I cadre to deliver on our strategic ambitions and impact agenda. * Lead movement-wide coordination and planning of its Technical Experts (TE) workforce. * Shared accountability for Global Technical Expertise architecture * Accountable for shared leadership of I&I strategy   **Role purpose**  To lead and enhance the organisation's technical capabilities, driving forward our mission with innovation and effectiveness, all while upholding the highest standards of excellence and capacity building for impactful child-focused initiatives. |

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| **Principal Accountabilities** |
| 1. Strategic Leadership of TE Professional Development: Lead the design and implementation of a quality Technical Expertise professional development offer for Country Offices and Member TEs, aligning with global strategy and HR best practices, and leveraging subject matter experts for a cost-effective model. 2. Organisational Technical Excellence & Capability: Lead standard setting and technical policies, including common approaches, policy, advocacy, and campaigns best practices, and programme policy, driving a rigorous process to strengthen project and change skills. 3. Program Quality Design Co-Leadership: Collaborate with other I&I units to co-lead program quality design, focusing on the roles of Technical Experts, Advocacy Experts and Program Development and Quality Directors during the project cycle design phase. 4. Programs and Influencing Quality Standards: Coordinate I&I units to uplift programs and influencing quality standards. 5. Performance Oversight and Reporting: Oversee, analyze, and report on the performance of technical expertise in implementing offices. 6. Support for New Implementing Offices: Assist new implementing offices in establishing high-quality technical capacity and capability. 7. Technical Expertise Budgeting: Collaborate with global finance teams to ensure technical expertise budgeting is included in global guidance, tools, and processes. 8. Annual Technical Expertise allocation administration: Administer the annual TE Allocation, working closely with Country Offices and other I&I teams to ensure the fund remains fit for purpose. 9. Lead the uplift of the Country Office Program Development and Quality Director and Advocacy & Campaigns (A&) Director roles by driving retention, role clarity, professional development, and talent management, and fostering the necessary leadership and culture for optimal impact. 10. Advocacy and Campaigns Resourcing and Recruitment: Focus on A&C resourcing in line with KPIs, and drive the recruitment and retention of A&C Directors in alignment with SLT prioritization. |

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| **Budget** |
| The role has budget Management Responsibilities |

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| **People Management Responsibility** (direct/indirect reports) |
| Number of people managed in total: 3  Manager of a team: Yes  Team Manager (manager of multiple teams): No |

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| **Size of Remit** |
| Multiple countries or Functions |

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| **Travel Requirements** |
| International travel required: Yes  Percentage of required for travel: Up to 20% |

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| **Key Relationships** |
| **Internal** (excluding direct team and manager)   * Senior Leadership Team: Close collaboration with the senior leadership team to align on strategic priorities and organizational goals. * Technical Specialists and Advisors: Engagement with technical experts and advisors to drive innovation, ensure technical rigor, and uphold professional standards. * Program Development and Impact Teams: Partnership with program teams to integrate technical excellence into program design, implementation, and evaluation. * Monitoring and Evaluation Units: Working alongside monitoring and evaluation units to measure and enhance the impact of technical interventions. * Learning and Development Department: Cooperation with learning and development teams to build organizational capacity and promote continuous improvement. * Operations and Support Functions: Interaction with operations, finance, and other support functions to ensure streamlined processes and resource allocation.   **External**   * Government Agencies: Collaboration with relevant government departments and agencies to align on policies, regulatory requirements, and potential funding opportunities. * International and National NGOs: Partnership with other non-governmental organizations to share best practices, resources, and jointly work on initiatives that benefit children. * Donors and Funding Bodies: Engagement with international and local donors to secure funding, provide updates on project progress, and report on impact. * Technical Experts and Consultants: Interaction with independent consultants and experts to bring in external knowledge, expertise, and innovative solutions. * Academic and Research Institutions: Collaboration with universities and research institutions for evidence-based practices, research studies, and capacity building. * Private Sector and Corporate Partners: Building relationships with private sector entities for funding, corporate social responsibility (CSR) initiatives, and partnerships that drive mutual benefits. * Community Organizations and Leaders: Working with local community organizations and leaders to ensure that interventions are culturally appropriate and have community buy-in. * Media Outlets: Engaging with the media to raise awareness, advocate for child rights, and promote organizational successes and needs. |

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| **Competencies** |
| Cluster: Leading  Competency: Leading and inspiring others  Level: Leading Edge  Behavioural Indicator: Creates and engages others in a shared vision and strategy that will deliver more for children.  Cluster: Leading  Competency: Delivering results  Level: Leading Edge  Behavioural Indicator: Pursues opportunities managing risks and uncertainty to enable the organisation to deliver more for children.  Cluster: Thinking  Competency: Innovating and adapting  Level: Leading Edge  Behavioural Indicator: Drives innovation and breakthrough solutions to improve outcomes for children.  Cluster: Thinking  Competency: Applying technical and professional expertise  Level: Leading Edge  Behavioural Indicator: Aligns technical and professional standards to support our strategy.  Cluster: Engaging  Competency: Working effectively with others  Level: Leading Edge  Behavioural Indicator: Creates an environment which promotes diversity and does not tolerate discrimination.  Cluster: Engaging  Competency: Communicating with impact  Level: Leading Edge  Behavioural Indicator: Projects confidence and authority to influential audiences and makes the most of subject matter even when it’s less familiar. |

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| **Experience and Skills** |
| **Essential**  **Experience**   1. Professional Development Leadership: Substantial experience in leading professional development initiatives within the humanitarian or development sector, showcasing proficiency in designing, implementing, and evaluating learning programs. 2. Child Rights-Based Programming: Proven track record in child rights-based programming approaches and program quality design, ensuring the protection and promotion of children’s rights. 3. Policy, Advocacy, and Campaigns: Extensive experience and deep understanding of policy, advocacy, and campaigns to drive impact at scale, influencing public policies and societal change. 4. Technical Standard Setting and Policy Development: Considerable experience in setting technical standards and developing policies across multiple regions or countries, focusing on best practices in advocacy, campaigns, and program policy implementation. 5. Strategic Workforce Planning and Talent Management: Experience in strategic workforce planning, talent management, and leadership development, particularly within an international context, aligning human resources with organizational goals. 6. Organizational Change and Technical Excellence: Extensive experience in driving organizational change and fostering technical excellence, emphasizing project and change management skills to strengthen organizational capabilities. 7. Diversity, Equity, and Inclusion (DEI): Experience in promoting DEI, ensuring equitable opportunities and a supportive work environment for all employees, and implementing initiatives that foster an inclusive culture.   **Skills:**   1. Leadership and Management: Demonstrated capability in leading diverse and geographically dispersed teams, managing budgets, and fostering a culture of accountability and continuous improvement. 2. Interpersonal Skills: Ability to build and maintain effective relationships, demonstrating approachability, active listening, and valuing diverse perspecectives. 3. Cultural Competency: Awareness and respect for different cultures, fostering an inclusive environment where diversity is recognised and valued.   **Desirable**  N/A |

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| **Education and Qualifications** |
| **Essential**  **Education:**   * Master’s Degree in Education, Social Sciences, International Development, or a relevant field. Alternatively, a bachelor's degree combined with equivalent professional experience. * Professional certifications in Learning and Development, Human Resources, or relevant areas are advantageous. * Evidence of Continual Professional Development in relevant areas such as technical excellence, child rights based approach, change management, and leadership is highly desirable.   **Additional Information**   * Commitment to Save the Children’s Values: Emphasis on accountability, ambition, collaboration, creativity, and integrity in all aspects of work. * Flexibility to Travel: Ability to undertake regular international travel as required, adhering to organisational policies and safeguarding practices. * Language Proficiency: Fluency in English; additional languages relevant to SCI’s operational regions are a plus.   **Desirable**  N/A |

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| **Safeguarding** |
| We need to keep children and adults safe so our selection process includes rigorous background checks and reflects our commitment to the protection of children and adults from abuse.  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). |

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| **Diversity, Equity and Inclusion and Equal Opportunities** |
| Diversity, Equity and Inclusion is core to our vision, values and global strategy. Save the Children is committed to creating a truly diverse, equitable and inclusive organisation, and one which will support us in our vision to ensure every child attains the right to survival, protection, development, and participation.    We are committed to equal employment opportunities, regardless of gender, sexual orientation, race, colour, ethnic origin, nationality, disability, marital or civil partnership status, gender reassignment, pregnancy and maternity, caring or parental responsibilities, age, or beliefs and religion. We are committed to diversifying our staff to better represent the communities we serve and actively welcome underrepresented groups to apply.    Reasonable adjustments will be made should any candidate invited to interview require this. |

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| **Version Control and Approval** | | | | |
| Version | Date | Author | Reviewer | Approver |
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