



**Save the Children**

01<sup>st</sup> December, 2020.

**Internal & External Job Advertisement**

VA – NO: SCI/HR/20201201–Head of Advocacy, Campaigns and Safeguarding

Save the Children is an international non-governmental organization that works for a future of children, their families and communities realize social equity and dignity; have access to their basic physical, emotional and development needs.

SCI is seeking to recruit: -

**Job Title:** Head of Advocacy, Campaigns and Safeguarding (01)  
**Location:** South Sudan  
**Reports to:** Country Director  
**Contract period:** 12 Months – with possibility of extension based on satisfactory performance and funding.

**Staff reporting into this role:** 4 (Advocacy & Campaigns Coordinator, Child Safeguarding Coordinator, Communications and Media Coordinator and Child Participation Coordinator)

**JOB PURPOSE:**

The Head of Advocacy, Campaign & Safeguarding is responsible for leading advocacy and campaigning for Save the Children in South Sudan. The post holder will play a leadership role in helping to realise Save the Children's ambition to become a global campaigning force with and for children. The post holder will also support the Country Director on safeguarding including child safeguarding, safe programming etc. In total, the post holder will have three main areas of focus –building a platform for effective influencing within South Sudan and SCI, developing effective campaigning networks and partnerships and supporting the Country Director on safeguarding.

**KEY AREAS OF ACCOUNTABILITY:**

- Lead and support the Save the Children South Sudan Country Office in the strategic planning of our advocacy and campaigning work
- Build close working relationships with the PDQ and Operations team within the South Sudan Country Office and with SC members and SCI RO and Centre.
- Manage a diverse network of relationships that help inform our advocacy and campaign strategy and expose us to campaigning best practice
- Build a culture of continuous improvement and excellence in our advocacy and campaigning, through effective monitoring, evaluation and learning
- Working in close coordination with PDQ and Operations, support resource mobilisation for our advocacy and campaigns ensuring that they are aligned with our strategic objectives and build new and innovative civil society partnerships that enable us to amplify our impact for children
- Collaborate closely with the Regional and Global Campaign and Advocacy teams in support of the global campaign team in Save the Children International
- Be a senior spokesperson and representative for Save the Children South Sudan
- Support the Country Director and the Senior Management Team to ensure robust and effective safeguarding measures are in place and integrated into our workplace culture and our programmes in South Sudan.
- Ensure Child Safeguarding remains central in our programming from programme design to implementation.
- Support the CSG Coordinator in the design and implementation of proactive measures to mitigate risks to children in the communities where we work.
- Support the CSG Coordinator and Country Director in Child Safeguarding case management and follow up.

**Other:**



Tasks as assigned by line manager.

## **SKILLS AND BEHAVIOURS (our 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 others to do the same
- Widely shares their personal vision for Save the Children, engages and motivates others
- Future orientated, thinks strategically

### **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

## **QUALIFICATIONS:**

- Master's in social science, human rights, development or international relation
- Post graduate degree in policy, communications and media will be an added advantage

## **EXPERIENCE AND SKILLS:**

- At least 5 years' experience in advocacy or passion in advocacy and campaigns
- Proven campaign leadership at a senior level, preferably in a fragile context, and ability to lead in a complex networked organisation.
- Experience in leading the creation of a strategy, demonstrating the ability to identify the necessary steps towards an ambitious goal.
- Experience of a range of campaigning and advocacy techniques and approaches, especially in developing country contexts, and a strong understanding of global campaigning trends.
- A track record of successful project management, with a proven ability to forge consensus and drive action.
- Experience of building personal networks at senior levels, resulting in securing significant new opportunities for the organisation.
- Good knowledge of safeguarding including Child Safeguarding protocols and policies.
- Experience of solving complex issues through analysis, definition of a clear way forward and ensuring buy in.
- Significant experience of managing staff with different backgrounds and expertise, in both line management and matrix management structures, building and developing their performance.
- Ability to work effectively in a culturally diverse setting.
- Understanding of and commitment to Save the Children's values and ways of working.
- Excellent interpersonal communication skills
- In-depth knowledge and understanding of South Sudan socio-political contexts including its legal system

## **Competences and behaviours:**



### **Deliver Results at Scale**

- Finds solutions to complex challenges faced in driving sustainable change and impact
- Leads coalitions to promote systems thinking and strengthening

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### **Competences and behaviors':**

#### **Deliver Results at Scale**

- Finds solutions to complex challenges faced in driving sustainable change and impact
- Leads coalitions to promote systems thinking and strengthening
- Promotes a clear focus on impact in project and program design, management and oversight
- Ensures adaptive thinking is embedded in team ways of working
- Takes informed and calculated risks in response to emerging threats to children's rights and changing environments
- Leads formal and informal engagement with diverse, strategic partners based on shared, long-term vision

#### **Communicating with Impact**

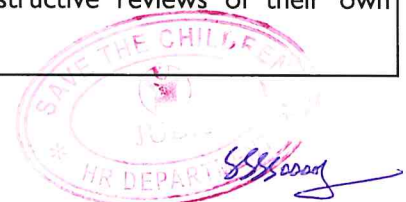
- Conveys complex issues with clarity, brevity and confidence
- Promotes dialogue with key stakeholders through active listening and effective questioning
- Seeks out new methodologies and adapts communication style to maximize engagement and to influence key stakeholders
- Excellent written and verbal communications skills, including high level of fluency in English, both verbal and written, required

#### **Innovating & Adapting**

- Openly talks about doing things differently, pushing the boundaries and ways of working to overcome challenges and drive continuous improvements
- Anticipates change and adapts their (and team's) plans and priorities accordingly
- Builds the confidence of others in their own ability to develop new ideas and embrace change
- Leverages learning for the organization and evidence for the impact and quality of our work

#### **Developing self & others**

- Identifies clear development needs and development plans through regular constructive reviews of their own performance and their teams



- Creates space for others to learn and provides challenging and stretching tasks and assignments when people are ready for them
- Coaches others to learn from their experiences on the job and to use the resources available to them

### **Networking**

- Builds trust with contacts through openness and honesty
- Participates effectively in sensitive, complex and/or high impact relationships and networks
- Builds strong relationships with a broad range of stakeholders
- Spots opportunities to bring together partnerships/working alliances that have not been used before

### **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.

### **Health and Safety:**

- The role holder is required to carry out the duties in accordance with SCI Health and Safety policies and procedures.

### **FURTHER INFORMATION & HOW TO APPLY:**

Interested candidates should submit applications containing updated CV, Motivation Letter, Reference contacts, and ONLY Copies of Academic documents & relevant certificates. To [jobs.southsudan@savethechildren.org](mailto:jobs.southsudan@savethechildren.org) or hand deliver at the HR Office in the SCI Field locations. Applications will also be received at save the children office at Hai Malakal Head Office before closing date of: **21<sup>st</sup> December, 2020 by 5:00 PM.**

*The position must be clearly indicated in your subject-line or envelop. Application once submitted will not be returned.*

### **Please note that:**

- This position is open to all Internal and External Applicants
- Female Candidates are encouraged to apply!
- Only candidates who meet the selection criteria will be contacted.

