

## Head of Climate Resilience and Technical Advisory

<b>Job Level</b>	Level 6	<b>Job Reference No:</b>	
		<b>Role Review Date</b>	March 2024
<b>Directorate</b>	International	<b>Function</b>	Programme Quality & Accountability
<b>Service</b>		<b>Reports to</b>	Director of Programme Quality & Accountability

### Scale and scope of role

<b>Direct Reports</b>	6-8	<b>Indirect reports</b>	4
<b>Budgetary responsibility/ accountability</b>	Up to £1m worth of restricted and general funds – both annual budget and linked to specific operations	<b>Accountable for other resources</b>	

### Context

We help anyone, anywhere in the UK and around the world to get the support they need if crisis strikes: connecting human kindness with human crisis. We enable vulnerable people in the UK and abroad to prepare for and withstand emergencies in their own communities. And when the crisis is over. We help them to recover and move on with their lives. We are part of the Red Cross and Red Crescent global humanitarian network.

### Our Values and Principles

Our values (compassionate, courageous, inclusive and dynamic) underpin everything that we do. As a member of the Red Cross and Red Crescent Movement, the British Red Cross is committed to, and bound by, its **fundamental principles**: humanity, impartiality, neutrality, independence, voluntary service, unity and universality.

### Diversity

At the British Red Cross, we are looking for the right people to help us provide support to millions of people affected by crisis. We want our team to reflect the diversity of the communities we serve, offering equal opportunities to everyone regardless of age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

Diversity is something we celebrate, and we want you to be able to bring your authentic self to the British Red Cross. We want you to feel that you are in an inclusive environment, and a great position to help us spread the power of kindness.

## Purpose of the role

To provide strategic leadership for BRC's international community-led climate resilience programming and all technical advisory support provided to partners and BRC international colleagues. They will shape the technical quality and direction of BRC's international programme support ensuring that it has a clear strategic added value within the IFRC Network. Specifically, they are accountable for strategic leadership of our international community-led climate resilience programming. They will lead a team of global technical advisors who are responsible for working with BRC regional teams and National Society partners to design and deliver quality programmes, support effective fundraising, influencing and quality assurance. They are accountable for ensuring that all BRC supported programmes meet the Core Humanitarian Standards and agreed IFRC quality standards in Community Engagement and Accountability (CEA) and Protection, Gender and Inclusion (PGI).

## Main responsibilities

### Strategic Leadership

- Oversee the development and execution of BRC's priority investment in community-led climate resilience, set out in the International Strategy.
- Ensure that BRC has a clear vision for its programme work in Climate Resilience and its technical advisory capability, inspiring and guiding team members towards achieving organisational goals.
- Foster a culture of innovation within the team, encouraging the development of new approaches and solutions to enhance climate resilience efforts.
- Guide team members towards achieving organisational goals, such as growing the scope and scale of our climate resilience programme impact.
- Be a spokesperson and representative for BRC's work in climate resilience and programme quality, able to articulate our vision and plans to a range of audiences and in different settings
- Ensure that fundamental principles of the Red Cross Red Crescent Movement shape our programme support, and ensure that localisation, person-centred response, and shared leadership underpin all of our programme design and delivery.
- Bring together relevant BRC programme colleagues and a broad range of stakeholders to establish, oversee, and continually adapt BRC's climate resilience approach, and be accountable for progress against agreed targets

### Programme Quality

- Work collaboratively with BRC regional teams and National Society (NS) partners to ensure that all BRC funded projects and programmes meet agreed IFRC quality standards, particularly in CEA and PGI.
- Establish and maintain networks of technical expertise (through global, regional and country-based advisors) and communities of practice that ensure our NS partners receive the technical support most suited to their needs.
- In collaboration with the Monitoring, Evaluation, Accountability and Learning (MEAL) Team, develop and implement robust monitoring and evaluation frameworks to assess the impact and effectiveness of all BRC funded projects and programmes, with particular emphasis on our work in climate resilience.
- Drive a cultural shift towards impact and evidence-based conversations, outcome reporting and storytelling across our climate resilience priority area and wider work.
- Lead efforts to build the capacity of BRC staff and partners through training and knowledge sharing on best practices in climate resilience, quality programme design and delivery, CEA and PGI.
- Promote the documentation and dissemination of lessons learned and best practices from climate resilience projects and our wider work to inform future programming.

## **Internal, External Relations and Resource Management**

- Represent BRC in global Red Cross Red Crescent Movement forums on climate resilience, continually finding ways to influence towards positive change.
- Build and maintain strategic relationships with key stakeholders, including National Societies, IFRC, FCDO, donors and other humanitarian organizations.
- Lead existing and explore new partnerships and collaborations with organisations outside the humanitarian sector, seeking to broker new relationships to support National Society partner and Movement expertise gaps and utilise the strengths of other organisations.
- Work closely with regional teams and technical advisors to mobilise resources for BRC and the Red Cross Red Crescent Movement to have meaningful impact in climate resilience. Oversee the technical quality and innovation of design efforts to secure funding and resources, including exploring innovative financing options, to support programming/services and ensure sustainable growth.
- Build a strong partnership with BRC Marketing, Fundraising and Communications directorate colleagues, helping to maximising BRC's fundraising potential, with particular emphasis on our work in climate resilience.
- Work closely with colleagues from other BRC Directorates, especially UK Operations, ensuring that our work in climate resilience is aligned and mutually supportive at a strategic level.
- Develop and maintain strategic relationships across the International Directorate, particularly with key counterparts in Global Programmes and Partnerships (GPP), International Law and Policy, and Cash.

## **Team Management**

- Make operational decisions within the Climate Resilience and Advisory Team and be accountable for planning, financial and resource management within BRC standards, policies and procedures with a focus on transparency and accountability.
- Ensure that BRC technical advisory functions provide effective and appropriate support to our regional teams and the broader organisation, utilising matrix management and networks as appropriate.
- Ensure that any risks to BRC associated with its relationships, resourcing of or technical support to partners are identified and appropriately addressed. Responsible and accountable for risk management for climate resilience programmes with GPP.

## **International Management Team**

- Full and effective participation in corporate leadership processes including leading timebound key projects/themes as necessary.
- Role model BRC values and behaviours and challenge poor behaviour in others at all levels.
- Oversee the implementation of corporate and directorate initiatives with the Climate Resilience and Technical Advisory Team, including the Anti-racism Action Plan.

## Leadership Behaviours

- Authentic, consistent and honest leader
- Actively listens and allow others to be heard.
- Adaptable to changing needs, pressures and opportunities.
- Empowers others based on skills and expertise.
- Dynamic, inclusive, compassionate and courageous

## Team Leader

- All team members understand their responsibilities and objectives.
- All resources involving staff managed in accordance with BRC policies and procedures.
- All staff are kept informed of relevant organisational plans and updates on development.
- Team ideas and comments are communicated and forwarded appropriately.

## Team Member

- Actively participates in all team meetings.
- Supports other team members.
- Work and behaves in accordance with all BRC policies and procedures.
- Upholds the fundamental principles of the Red Cross and acts with integrity, in accordance with the Society's values (inclusive, compassionate, courageous and dynamic).

The duties and responsibilities described are not a comprehensive list and additional tasks may be assigned from time to time that are in line with the level of the role.

## Pre- engagement checks Criminal

### Records

#### Type of criminal record checks required for this role

<b>England and Wales - Disclosure and Baring Service Check (DBS)</b>
> Enhanced - Child and Adult Workforce
<b>Scotland</b>
> Protecting Vulnerable Groups (PVG) – Adult & Child
<b>Northern Ireland</b>
> ACCESS_NI - Enhanced Vulnerable Adults and Children

**International Directorate Roles only**

If you have been living outside of the UK, we will request international police checks in lieu of a UK Criminal Record Check.

> International Police Check	<b>Yes</b>	No
> International Driving License for manual cars	<b>Yes</b>	No
> Interagency Misconduct Disclosure Scheme	<b>Yes</b>	No

Person Specification

Requirement		Evidenced obtained through Shortlisting (S) Interview (I) or Assessment (A)		
<b>Knowledge and Skills</b>				
Essential	<ul style="list-style-type: none"> <li>&gt; Educated to master’s degree level in a relevant field or equivalent experience working in a similar role.</li> <li>&gt; Considerable knowledge of the humanitarian or international development sector</li> <li>&gt; Strong and proven team and line management skills, with ability to manage teams with broad remits in complex, [and remote] environments. Able to role model a high-level of management standards.</li> <li>&gt; Able to think strategically, bring vision and direction on a departmental scale with technical and operational influence.</li> <li>&gt; Strong financial management skills with ability to manage a large and complex budget.</li> <li>&gt; Able to lead on programme development and support delivery with partners.</li> <li>&gt; Able to network, engage and unlock funding for the organisation and our partners.</li> <li>&gt; Good knowledge of fundraising and resource mobilisation opportunities (including institutional fundraising and private sector engagement)</li> </ul>	I  S    S  S	   I    I	
Desirable	<ul style="list-style-type: none"> <li>&gt; Good knowledge of the Red Cross and Red Crescent Movement</li> <li>&gt; Developing accountability to and participation of affected populations</li> <li>&gt; Other languages: French or Arabic, an advantage</li> <li>&gt; Monitoring, evaluation, accountability and learning</li> </ul>		I	

Experience				
Essential	<ul style="list-style-type: none"> <li>&gt; Considerable experience of working in the humanitarian or international development sector in an operational lead position</li> <li>&gt; Significant experience of maintaining partnerships, building operational partnerships and collaborating with a network of partners</li> <li>&gt; Representing international organisations at a senior level in operational contexts, preferably within the humanitarian or international development sector</li> <li>&gt; Proven ability to provide technical leadership to design and delivery of climate related programming, working in partnership with local organisations</li> <li>&gt; Extensive experience working in building partnerships in developing countries</li> <li>&gt; Proven experience living in and managing security of yourself and a diverse team in high and extreme risk contexts</li> </ul>	S		
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Desirable	<ul style="list-style-type: none"> <li>&gt; Experience of confidently delivering media interviews (television/radio/blog)</li> </ul>			
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Additional requirements				
Essential	<ul style="list-style-type: none"> <li>&gt; Ensures inclusive practice and promotes diversity</li> <li>&gt; Ability to travel internationally to complex and insecure environments</li> <li>&gt; Ability to respond to major emergencies, critical incidents and to work unsociable hours at times</li> </ul>			
Values in Action				
<p><b>Dynamic</b> - We move forward as one team.</p> <ul style="list-style-type: none"> <li>- Every day, we're adapting, innovating and learning.</li> <li>- When the unexpected happens, we are calm, quick and efficient.</li> <li>- We respond smartly, using clear processes and systems.</li> </ul> <p><b>Compassionate</b> - We stand for kindness.</p> <ul style="list-style-type: none"> <li>- People come first, no matter who or where they are.</li> <li>- We have genuine, open-minded conversations.</li> <li>- Together, we're a united force for good.</li> </ul> <p><b>Inclusive</b> - We are open to all.</p> <ul style="list-style-type: none"> <li>- We treat each other with dignity and respect.</li> <li>- Every person's uniqueness is valued, supported and celebrated.</li> <li>- Our individual backgrounds and experiences make our organisation stronger.</li> </ul> <p><b>Courageous</b> - We are bold.</p> <ul style="list-style-type: none"> <li>- We show our strength by doing the right thing.</li> <li>- We aren't scared to test our creative ideas.</li> <li>- As humanitarians, we go the extra mile to help people in crisis</li> </ul>				

We guarantee an interview to disabled candidates (as defined in the 2010 Equality Act) who meet the minimum shortlisting criteria in the advertised person specification and apply under the disability confident scheme.