BritishRedCross

Director of International Law and Policy (ILP)

Job Level	KF21/BRC 7	**Kornferry Function**	
Directorate	International	**Function/Service**	International Law and Policy
Direct Reports	5	**Indirect Reports**	24
Line Manager Title	Executive Director International	**Budgetary Responsibility**	£2m

The Leadership and Management of our people is critical to us as an organisation. The responsibilities and expectations of Leaders and Managers at this level can be found in Our Leadership Framework – RedHQ.

Our Leadership Framework defines the leadership standards we want to see at the British Red Cross. It shows what great leadership looks like. Our goal is to create a great workplace and deliver excellent services to our users. Our Leadership Framework – RedHQ along with Our Values & behaviours – RedHQ and Fundamental Principles, helps everyone understand how the leadership capabilities relate to their role and context.

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. You can read more about Equity, Diversity & Inclusion (EDI) – RedHQ here.

Role description:	
Purpose	In close collaboration with fellow Directors, increases BRC's humanitarian impact by setting the strategic direction for, and delivering evidence-based, transformative policy solutions to complex humanitarian challenges and by promoting the understanding of, and adherence to, International Humanitarian Law, related areas of international law and humanitarian principles. The postholder plays the lead role in positioning BRC as a thought-leader at the forefront of international humanitarian law and humanitarian policy matters, through significant interactions with UK, International, and Movement stakeholders. The Director of ILP contributes to BRC's strategic engagement in the Movement through providing internal senior-level advisory support on strategic partnerships. The Director of ILP enhances collaboration and coordination of cross organisation policy considerations and advocacy initiatives and actively works with senior colleagues across BRC to present a corporately united position on both UK and international policy and advocacy, both internally and externally.
Key Responsibilities	**Humanitarian Policy and Humanitarian Diplomacy** • Develop, shape, and implement BRC's international Policy strategies in order to deliver on the International Strategy and BRC 2030 corporate strategy. • Design and deliver a thought-leadership strategy, underpinned by a robust evidence-base. This will draw on the key substantive areas of the International strategy, and the critical role of national and local actors in humanitarian action. • Share insights, analysis, evidence and learning with the international and UK-based humanitarian community and across the Movement. • Develop the strategic framing for and oversee BRC's bilateral (NS) HD Partnerships.

	IHL implementation, advice, and training • Oversee the BRC's International Humanitarian Law (IHL) team and IHL Special Counsel. • Provide IHL expert advice, training, research and legal support (international agreements, sanctions/CT, RFL/refugee law). • Draw on IHL, the auxiliary role, and the Fundamental Principles as key underlying elements of our humanitarian policy positioning including Emblem protection. **External Affairs and Influencing** • Oversee the strengthening and elaboration of a dedicated Government Relations capacity within the team, and in cooperation with other teams across the International Directorate • Convene, facilitate, and support new collaborations and partnerships, drawing in actors from across the Movement, Government and the Commonwealth, the humanitarian sector, the private sector, research institutes, academics and think tanks, and NGOs. • Oversee the coordination of the BRC auxiliary role relationship with the FCDO and MOD and support the partnerships through training, advisory services and the secondments of humanitarian advisors. • Act as a senior advisor briefing the Executive Leadership Team and Board of Trustees on international humanitarian policy issues, support executive-level engagement in diplomacy and advocacy on international humanitarian issues in the UK. • Oversee the BRC's preparations for, participation in and follow up to the International Statutory Meetings. • Manage relationships relating to Legal, Policy and Governance linked to International. **Organisational Strategy and Development** • Play an active role on the International Management Team to identify and capitalise on opportunities. • Proactively collaborate with the other UK Directors, to ensure policy coherence and coordinate planned activities across the UK and international areas of responsibility. • Actively contribute to building a culture of anti-racism, safeguarding and protection from sexual exploitation, abuse and harassment within BRC and the international aid sector. The 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.
Know-how *From your overall 'Know-how' description, please indicate clearly which are 'Essential Criteria' (no more that 6) and*	**Essential** • Educated to master's level or equivalent in subjects related to the sector. • Knowledge of the International Red Cross and Red Crescent Movement, its current strategy, priorities and ways of working. • Strong influencing and diplomacy skills. • Significant knowledge of international humanitarian law, international humanitarian policy and its development.

which are 'Desirable Criteria' (no more than 3) – these will then be used in recruitment (for advertising and shortlisting purposes)	• Able to think strategically, bring vision and creativity, and develop ideas and encourage new and innovative solutions. • Self-directing and results oriented, able to plan and deliver work on time. • Proven track record in the areas of IHL and humanitarian policy leadership. • Senior level experience in the international humanitarian system or international development sector at strategic level. • Experience of the International Red Cross and Red Crescent Movement. • Extensive experience of working in partnership, building operational partnerships and collaborating with a large network of partners. • Experience of working in a complex global organisation with multiple stakeholders **Desirable** • Government service • Experience of commissioning policy research
Additional Requirements	• Able to travel for up to 45 days per year and operate in a physically demanding working environment. • Willingness to work in situations of political insecurity. • Uphold the Fundamental Principles and act with integrity, in accordance with the Society's obligations and values (inclusive, compassionate, courageous, and dynamic).

Pre Engagement Checks Highlight bold as required		
DBS- England & Wales	Adult/ Child/ Adult & Child Workforce/None	
PVG- Scotland	Adult/ Child/ Adult & Child/ None	
Access NI- Northern Ireland	Vulnerable Adult/ Child/ Vulnerable Adult & Child/None	
Driver Check	Yes/No	
International Roles Only		
International Police Check	Yes/No	
International Driving Licence for manual cars	Yes/No	

Role Reference		**Review Date**	

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.