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| **DIRECTOR, CLIMATE AND CHILD POVERTY** | |  |
| Position Title: | Director, Climate and Child Poverty |
| Position ID: | NEW0000360 |

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| **Team** | Climate, Child Poverty and Urban | **Grade** | M5 |
| **Reports To (Title)** | Chief Impact and Influence Officer | **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**  Lead implementation of the Safety Nets and Resilient Families Goal and Climate agenda including the integration of Climate and Urban across all thematic areas in line with the global strategy and Save the Children Impact agenda, theory of change and child rights based programming approach.  Enable the Movement to design and deliver high quality, evidence-based programs and influencing for impact and deliver our breakthroughs/strategic goals.  Lead Save the Children’s Climate Justice vision and strategic priorities across programming and influencing in all thematic areas.  Connect our thematic portfolios in country offices with global thought leadership and strategic partnerships.  Shared accountability for Global TE architecture & and I&I leadership and DEI commitments.    **Role purpose**  To lead Climate, Urban and SNRF Goal aligning with the global strategy and grounded in Save the Children theory of change, impact agenda, gender transformative and child rights based integrated approach, empowering the movement to design and deliver high-quality, evidence-based programming and influencing . This will involve connecting country offices with global thought leadership and strategic partnerships to achieve impactful breakthroughs and strategic goals. The Director holds shared accountability for I&I leadership and DEI commitments, ensuring inclusivity, innovation, and collaboration across all thematic portfolios .  This is a highly strategic technical leadership role to ensure “Climate Justice” is a thread throughout all that we do by driving Save the Children’s vision, strategy, positioning and influencing to amplify what’s working and relevant, anticipate future trends, and deepen quality and commitment to climate justice, safety nets and resilient families and urban across the movement. |

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| **Principal Accountabilities** |
| This role integrates climate, child poverty and urban, to create a holistic and cohesive approach to sustainable development working across all the thematic areas. The interconnected nature of these areas allows for strategic benefits and synergies, driving impactful and sustainable solutions for children and communities in our Breakthrough areas. Key accountabilities:   * **Strategic leadership**: Ultimately accountable for delivery on the strategic direction of our Climate, Urban and ‘Safety Nets and Resilient Families’ Goal, as well as contributions to other strategic goals and enablers. Ensure the development, delivery, and demonstration of ambitious goal plans. Overall accountability for the development as well as the delivery of Save the Children’s global thematic portfolio results framework in line with our Theory of Change * **Climate Justice**: Lead Save the Children’s **Climate Justice** vision, strategy, positioning and influencing to: 1) **amplify what’s working and relevant** across the sector to drive impact at scale; 2) **anticipate future trends and forward-thinking solutions; 3) deepen quality and commitment** to increase investment and impact in this area across the movement. * **Collaboration & Integration:** Drive integration of climate justice, urban, safety net and resilient families approaches into breakthroughs and strategic goals. Align efforts to share learnings, develop joint initiatives, and ensure that support to countries is consistent and integrated. Regularly collaborate with colleagues on evidence and learning, policy, advocacy and campaigns, fundraising, humanitarian etc. to ensure gender transformative agenda is embedded across all thematic areas starting from the design stage. * **Thought leadership**: Based on a deep understanding of Save the Children’s programs portfolio across countries, keep abreast of and inform sectoral thinking and innovation on cross climate justice, urban and child poverty. In collaboration with the Breakthrough Directors, lead and inspire the movement to set and maintain technical standards, to innovate and to demonstrate technical excellence through evidence-based, child-rights programming. Bring the best of Save the Children’s expertise, thinking, and evidence to generate impact in the world. * **Service mindset**: Understand and respond to country office technical needs on cross cutting issues, driving programme and influencing integration to achieve country strategies: Coordinate with Breakthrough Directors to provide comprehensive and integrated technical support that addresses the multi-faceted needs of COs. Ensure that country offices (and where appropriate, Members) have access to technical expertise needed to deliver on their strategies, meet surge needs, and tees up Save the Children for funding opportunities over time. * **Country portfolio strategic support / oversight**: engage with country teams to understand their climate, child poverty, urban portfolio, and identify opportunities and needs to provide strategic support (programs models packaging, experience and capacity sharing, strategic partnerships, donor engagement, evidence generation and use…) in line with country strategies. Work closely with our Member organisations and new business development team to monitor, grow, and strengthen our programs portfolio in line with Save the Children’s Theory of Change. * **Evidence and learning:** Work closely with the Evidence & Learning function and CO teams to design and support effective strategies for the generation of evidence, the filling of evidence gaps, and the uptake and utilization of the latest evidence in program design and influencing. Ensure that the latest climate, child poverty and urban-related research and data are incorporated into strategies and initiatives. **Align with our locally led commitment** by developing and improving methods to involve communities, partners, children and young people networks and organisations in monitoring, research, evaluation, and the design and delivery of program activities & lifting local voices and perspectives. * **Representation & partnerships**: Serve as primary representative for our Climate, Child Poverty and Urban work internally and externally, able to represent the portfolio, programming, influencing, resourcing, and priorities. Nurture strategic partnerships, particularly in line with our commitment to localisation. – * **All contexts Approach**: Goal/Thematic Portfolio Directors hold overall accountability for and represent on technical work across all contexts (in close collaboration with the Humanitarian Director, the Director of Humanitarian Program Quality, and thematic Heads in relation to work in humanitarian responses). It's crucial to ensure a seamless connection between development and humanitarian work in line with our impact agenda. * **Manage a high performing team** of experts and leaders to inspire a shared vision and an empowering workplace culture to drive results. This includes talent management, strategic workforce planning for staff in these areas across the movement. |

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| **Budget** |
| Yes |

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| **People Management Responsibility** (direct/indirect reports) |
| Number of people managed in total: xxx  Manager of a team: Yes  Team Manager (manager of multiple teams): Yes |

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| **Size of Remit** |
| Global |

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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)  Country/National Office staff (CDs, SMT, PDQ/ACCM/Ops Directors, TEs) Members and Global Leadership teams; Global team functions.  **External**  Member States, strategic partners across humanitarian and development sector  Save the Children Members & Governance |

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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: Developing self and others  Level: Leading Edge  Behavioural Indicator: Takes responsibility for helping to build organisational capabilities to meet current and future challenges.  Cluster: Thinking  Competency: Innovating and adapting  Level: Leading Edge  Behavioural Indicator: Drives innovation and breakthrough solutions to improve outcomes for children.  Cluster: Thinking  Competency: Problem solving and decision making  Level: Leading Edge  Behavioural Indicator: Explores and analyses external trends and their potential impact on strategic choices.  Cluster: Engaging  Competency: Networking  Level: Leading Edge  Behavioural Indicator: Aligns and builds networks and alliances to reflect global shifts and opportunities.  Cluster: Engaging  Competency: Communicating with impact  Level: Leading Edge  Behavioural Indicator: Delivers influential advice and briefings to internal and external audiences to build the call for action. |

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| **Experience and Skills** |
| **Essential**   1. Technical leadership: demonstrated expertise in leading the development and implementation of high-quality programming and influencing working with diverse stakeholders with a locally led approach grounded in evidence and research and thought leadership practices. 2. Child Rights and gender transformative integrated approach: experience leading integrated approaches across policy, advocacy and programs at country, regional and global level to drive lasting change at scale for and with children especially in the areas of climate justice, child poverty and urban. 3. Cultural Leadership: Leads by example, embodying the organization’s values and fostering a culture of inclusion, integrity, respect, empathy and excellence. 4. Visionary Leadership: Demonstrates the ability to articulate a compelling vision for the future, inspiring and motivating teams to achieve ambitious goals. Exceptional communication skills with the ability to inspire and engage employees at all levels, fostering a sense of purpose and commitment. 5. Positive Influence and inclusive workplace: Creates a positive and inclusive work environment that encourages collaboration, innovation, and high performance. 6. Strategic Thinking: Demonstrated ability to develop, implement, and evaluate strategic plans and initiatives. 7. Financial Acumen & Resource Mobilisation: extensive experience in attracting quality funding to resource impact at scale including financial management and budgeting processes 8. Significant Experience: Extensive experience in senior leadership roles overseeing strategy, planning, and reporting, particularly in global or multinational contexts. 9. Substantial Experience: Demonstrated track record of effective business partnering, showing considerable ability to progress strategic initiatives and departmental priorities. 10. Extensive Experience: Substantial experience in thought leadership and strategic advisory capacity to executive-level stakeholders.   **Desirable**   * Influence – Proven track record in influencing outcomes without direct authority through collaboration & challenge * Self-awareness – Commitment to giving and receiving feedback, continuous learning and self-growth * Advisory Skills: Expertise in strategic advisory roles, providing thought leadership to senior leadership teams (SLT, SMT) and governing boards. * Foundational Experience: Experience in managing the delivery of strategic plans within nonprofit, humanitarian, or development organisations. |

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| **Education and Qualifications** |
| **Essential**   * Postgraduate Degree in Environmental Science, Climate Change, Sustainable Development, International Development, Social Sciences, or a related field. * Strong Academic Background: Solid understanding of climate science, child poverty, gender issues, * Professional Accreditations: Membership or affiliation with relevant professional bodies or associations related to climate change, sustainable development, or international development.   **Desirable**   * Additional certifications or training in sectors like gender and child rights studies would be advantageous. |

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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 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. |

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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 |
|  | 13/09/2024 |  | Rotimy Djossaya | Rotimy Djossaya |