ROLE PROFILE

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| Title: | Global SRHR Hub Lead and Practice Lead | | |
| Functional Area: | Gender Transformative Policy and Practice (GTPP) | | |
| Reports to: | Director: GTPP | | |
| Location: | Global | Travel required: | Up to 20% |
| Effective Date: | 2 December 2022 | Grade: | 5 |

role PURPOSE

Leadership of the Sexual and Reproductive Health and Rights (SRHR) Hub to ensure it delivers on ambitious objectives set by the Gender-Transformative Policy and Practice (GTPP) leadership, in coordination with the Hub Steering Group, managing the 7-person team and being accountable for budget and deliverables. The post holder is a member of the GTPP leadership team, playing a full role in setting direction for the department, agreeing on priorities, resource allocation and provisions to ensure GTPP addresses the needs and rights of girls in a holistic manner.

The post holder leads Plan International’s gender transformative practice work within the SRHR Hub, developing evidence based holistic programme and influencing models and cultivating new and existing donors and partners. The post holder ensures robust technical support – including learning and development initiatives – is delivered to Plan International offices. They share expertise and knowledge to embed gender transformative policy and practice across the organisation in development and humanitarian settings.

Dimensions of the Role

To provide overall leadership and direction for the SRHR Hub team of up to 7 staff. This involves:

* Engaging the internal senior Steering Group to support the Hub, and the Consortium members who provide funding for the Hub.
* Collaboration with Policy and Advocacy lead and Learning and Development Advisor in SRHR Hub to take shared agenda forward.
* Close working with Senior SRHR Advisor to ensure high-quality billable services are provided to Plan International Offices.
* Horizontal leadership with other Hubs to ensure that all policy, advocacy and practice work is supporting the whole girl.

The post-holder will oversee the Hub’s strategic direction, manage the team’s operational budget (approx. 60 – 150k EUR each year), and lead internal fundraising efforts for strategic projects. This role involves communications, representation and relationship management with technical and senior staff both internally across the entire organisation, and externally with a range of partners.

The individual in this role leads the development of quality, evidence-base programme and influence models and ensures quality support on SRHR to Plan Country Offices (including for country strategic plans). The post-holder is expected to travel from time-to-time for international key events, and regional and country support.

Accountabilities

* Provide strategic direction and leadership of the Hub, reporting to the Director GTPP and coordinating the Hub’s Steering Group.
* As a member of the GTPP leadership team, ensure alignment and integration with other hubs and profession leads to address the needs and rights of the ‘whole girl’ in a holistic way.
* Line manage and performance manage Hub colleagues, ensuring projects and activities are planned, delivered and budgeted effectively within the Hub, including an effective billable technical support service.
* Translate objectives into clearly defined business cases, costs and schedules in order to support the achievement of the work.
* Lead and manage large projects from inception to completion to ensure achievement of required delivery standards and outcomes.
* Develop and cultivate a global network of new / existing donors and partners to build support for the SRHR interventions.
* Develop new research with external and internal partners to address key practice and knowledge gaps related to SRHR.
* Seek external funding, in cooperation with COs and NOs, and monitor, control and manage resources to ensure objectives are delivered according to schedule and within budget.
* Contribute to the development of policies and processes and lead the implementation of systems and process improvements in own area, including management of knowledge and information.
* Develop and manage the ongoing relationships with internal stakeholders, particularly steering group members and hub consortium funders, to identify and deliver solutions that benefit all.
* Evaluate risk with sound business and commercial judgement.
* Champion change by role modelling the behaviour expected from all colleagues, develop and communicate plans to ensure change is successfully implemented within own Hub.
* Develop and promote evidence based and world class holistic programme and influencing models for Sexual and Reproductive Health and Rights (SRHR) including results framework, theory of change, M&E framework, and harnessing the power of digital technologies to achieve SRHR objectives.
* Generate learning from our work and disseminate knowledge and promote good practice globally.
* Work with M&E teams to recommend appropriate mix of measures, evidence and analytical methods, including methods to assess project progress, outcomes and impact.
* Deliver and enable targeted technical support to ROs and COs to strengthen the quality of practice work across the organisation on SRHR to ensure the quality of program design and implementation.
* Contribute to the core group of the global SRHR network.
* Undertake external representation and speaking roles at external events and secure meaningful roles for other Plan International experts to gain strategic benefits.
* Ensures that Plan International’s global policies for Safeguarding Children and Young People and Gender Equality and Inclusion are fully embedded in accordance with the principles and requirements of the policy including relevant Implementation Standards and Guidelines as applicable to their area of responsibility. This includes, but is not limited to, ensuring staff and associates are aware of and understand their responsibilities under these policies and Plan International’s Code of Conduct (CoC), their relevance to their area of work, and that concerns are reported and managed in accordance with the appropriate procedures

Key relationships

* Other Hub staff and Hub Leads
* Hub Steering Group
* Technical Networks
* Build and manage relations with relevant private sector partners, UN agencies, foundations, think tanks/academia, and CSO partners
* Management and Programme leads in NOs, COs and Regional Hubs
* Link with Plan’s Humanitarian team, External Communications, Youth, Movements and Campaigns, Knowledge Management, and MERL, and Finance.

Technical expertise, skills and knowledge

**Essential**

* An undergraduate or postgraduate degree or equivalent experience in public health, human rights, political science, international development, or other specific field relevant to Plan International’s work.
* Considerable experience and expertise within gender-transformative approaches for sexual and reproductive health and rights programming and influencing, within development and humanitarian settings.
* Experience of leading and managing in a matrix environment, including managing remotely.
* Proven experience in international work environments and intercultural communication, including an understanding of NGO structures, the girls and women’s equality movement and the UN human rights and humanitarian system.
* Direct work experience in countries where Plan International operates, in one or more low- and middle-income country contexts.
* Experience of developing strategic agendas around children’s rights and/or gender equality.
* Experience of developing programme and influencing models on sexual and reproductive health and rights, advancing children’s rights and/or gender equality in a national and/or international context.
* Significant experience in programme and influence design, monitoring & evaluation, learning and knowledge management.
* Compelling influencer and communicator, comfortable driving change on sensitive topics and neglected areas of SRHR in restrictive contexts.
* Superior organizational, scheduling, and planning skills to balance multiple activities and projects.
* Strong initiative with the ability to work independently and solve problems with limited supervision.
* Attention to detail as well as an ability to take a big-picture perspective.
* Ability to adjust approaches, communication style and behaviour to work effectively across cultures and with diverse stakeholders and communities.
* Collaborative work style and eagerness to continually learn and grow.
* Excellent command of English, both speaking and writing.

**Desirable**

* Experience of project financial management.
* Experience of successful resource mobilisation.
* Ability to work in French and / or Spanish language.

Plan International’s Values in Practice

**We are open and accountable**

We create a climate of trust inside and outside the organisation by being open, honest and transparent. We hold ourselves and others to account for the decisions we make and for our impact on others, while doing what we say we will do.

**We strive for lasting impact**

We strive to achieve significant and lasting impact on the lives of children and young people, and to secure equality for girls. We challenge ourselves to be bold, courageous, responsive, focused and innovative.

**We work well together**

We succeed by working effectively with others, inside and outside the organisation, including our sponsors and donors. We actively support our colleagues, helping them to achieve their goals. We come together to create and implement solutions in our teams, across Plan International, with children, girls, young people, communities and our partners.

**We are inclusive and empowering**

We respect all people, appreciate differences and challenge inequality in our programmes and our workplace. We support children, girls and young people to increase their confidence and to change their own lives. We empower our staff to give their best and develop their potential.

Physical Environment

Typical office environment. Some work from home may be required, and must be comfortable working remotely as part of a global team.

Level of contact with children

Mid contact: Occasional interaction with children