ROLE PROFILE

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| **Title:** | **Director of Regional Programming & Influencing**  |
| **Functional Area:** | **Programming and Influencing** |
| **Reports to:** | **Regional Director** |
| **Location:** | **WACA** | **Travel required:** | **60%** |
| **Effective Date:** | **August 2022** | **Grade:** | **H** |

ROLE PURPOSE

The Director of Programming & Influencing, provides strategic leadership to Plan International's programming and influencing work in the West and Central Africa (WACA) region in line with our 2022-2027 Global Strategy *All Girls Standing Strong Creating Global Change*. S/he will ensure that all our programming and influencing initiatives are focused on increasing our impact, strengthening our legitimacy and improving our sustainability. S/he will drive the realization of the global strategy in West and Central Africa region working with Country Offices, National Offices, Global Hub departments on high quality gender transformative programming and influencing interventions models, promoting innovation and design for scale approaches. S/he will ensure Plan International agenda is represented in relevant spaces across the region and work with Liaison Offices (UN, AU, EU…) to connect to local to the global and the global to the local S/he will lead the multidisciplinary regional team to provide high quality support to country offices and to carry out impactful regional initiatives in line with the WACA Regional Strategic Framework. S/he will ensure that regional and country perspectives are represented and contribute to global initiatives and forums within Plan. This role will also lead the regional strategic partnerships, multi-country business development and fundraising agenda .

DIMENSIONS OF THE ROLE

* The position is part of the West and Central Africa Regional Core Management Team
* The Director of Regional Programming & Influencing reports to the Regional Director
* Will provide gender transformative leadership and supervision to Plan International’s regional programming and influencing team, fostering integration of program and influencing activities, and ensuring close collaboration and joint objectives setting with the humanitarian programme lead.
* Ensures strategic linkage and communication across the programming & influencing work of Country Offices (Cos), Regional Hub (RH), Global Hub (GH), the AU Liaison Office, strategic fundraising and collaboration on influencing opportunities (across both development and humanitarian settings).
* Engages and supports youth networks and youth movement building for gender equality across the region
* Lead the regional strategic partnerships, multi-country business development and fundraising agenda
* Drive the realization of the global strategy in West and Central Africa region working with Country Offices, National Offices, Global Hub departments on high quality gender transformative programming and influencing interventions models, promoting innovation and design for scale approaches

**Line management:** This position manages a team across multiple countries and time zones and directly supervises leads of Media & Communications, Policy and Advocacy, Gender Equality and Inclusion, Business Development & Fundraising, Partnerships. This role will work closely with the Regional MERL Specialist, Regional Humanitarian Lead, Regional Knowledge Management and Sponsorship Networks Leads as part of the regional programming and influencing space.

**Budget authority:** This position is responsible for managing an annual budget for staff and activities comprised of multiple sources of funding subject to varying reporting and accountability processes.

The individual in this position will be a member of the Regional Leadership Team and the WACAH Management Team. They are expected to work in a networked and matrixed way with colleagues across the Plan International family and should be able to set priorities aligned with multiple stakeholders and provide strategic leadership to people and programs without close day-to-day supervision. They should be an experienced external influencer and capable of representing Plan International externally at a senior level.

ACCOUNTABILITIES

**Programming and Influencing:**

* Responsible for convening the regional Heads of Programme network, to build synergy and strengthen learning, especially in the Areas of Global Distinctiveness (AOGD) to articulate a more persuasive picture of programmes in the region and prioritise improvements in the portfolio.
* Work with National Office (NOs) and Global Hub (GH) AOGD leads to draw more support and attention where it is needed most, building on strategic priorities that have been agreed upon with Country Offices.
* Responsible for supporting the development of strategically aligned, multi-country projects or programmes.
* Build strategic networks & partnerships and steward working relationships with internal and external stakeholders and allies including donors, government representatives and other civil society organizations,
* Contribute to the strategy development process for COs by supporting them to integrate best practice and lessons learned in their long-term programming work.
* As a core member of the Regional Leadership and Regional Hub Management teams (RLT and RHMT), lead the discussions on programme quality and alignment.
* Provide oversight on programme quality in the region, ensuring that the regional team provides effective support to country offices for a high-quality gender transformative programming.
* Lead the development and implementation of the regional influencing strategy and work plans and ensure that they are aligned to global priorities and organized around key change objectives aligned to regional thematic and cross-thematic priorities.
* Ensure that Plan International WACA has a strong reputation as a girls’ rights thought leader and is leading change with and through regional multilateral platforms, working groups and alliances,
* Provide guidance to the creation of a regional “research for influencing” slate of products,
* Provide guidance to the regional communications and campaigns group to develop strong comms and campaigns initiatives aligned with specific change objectives and relevant influencing and program strategies,
* Oversee the approval and dissemination of all regional office produced external communications products in line with relevant sign-off protocols,
* Ensure effective communications capacity to respond to disaster emergencies in coordination with disaster response colleagues. Oversee the provision of regional office comms backstopping in line with relevant procedures and policies.
* Oversee regular and pro-active engagement with NO’s; build a broad platform of support to WACA’s fundraising and initiatives across the Plan federation.
* Supports the regional Hub program specialists’ team to increase grant acquisition in the region (with emphasis on major country grants and multi-country grants), enabling and overseeing their involvement in grant proposal development.
* Map and analyse different segments for fundraising; detailed consideration of opportunities. Present different scenarios and related risk profile for senior management and ensure fundraising strategies are in place across the region.
* 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.

**Leadership and Strategic Direction:**

* Provide leadership, strategic direction and oversight to the objectives of the Regional Influencing and Program team, ensuring alignment with regional office value proposition as well as applicable global and regional strategies.
* Work collaboratively with Country Management Teams in regard to transformation priorities, country strategy review and development, and other leadership support needed to ensure Plan International in WACA can achieve global, regional and national strategic objectives,
* Maintain a high-performance culture across regional influencing and program functions with a focus on problem solving, driving changes and identifying best practices and flagship initiatives that advance girls’ rights and gender transformation,
* As a member of the Regional Leadership Team, contribute to the development of regional strategies, priorities, and objectives informed by strong political and situational analysis,
* In collaboration with the Directors of Sub-Regions, ensure that Plan International standards of quality are being achieved and Plan International’s key policies and procedures are being followed.

**Connect and Support:**

* Ensure that country offices are receiving effective and efficient influencing and program support from across the organization and that the support is aligned with global priorities and country office needs,
* Regularly communicate with Country Directors, CO Program Directors and CO Influencing Directors about connect and support needs with an eye to problem solving, driving change and elevating good practice around gender-transformative programming and influencing,
* Serve on relevant global and regional working groups to improve global connect and support functions; be an internal advocate for country office influencing and programming support and coordination needs,
* Provide transparency and accountability for regional office support to Country Offices,
* Ensure that the regional office is working to connect global networks, especially the AoGDs, with regional networks and country office needs.

**Capacity Building & People Management:**

* Provide overall vision and direction to the team through effective coordination, planning, prioritization, coaching and supervision.
* Support staff to understand and comply with the organizational vision, mission, strategic direction and organization policies and socialize and nurture Plan Values and Behaviours.
* Create an enabling working environment to foster excellent teamwork and high performing staff.
* Oversee the delivery of effective capacity building support for programme professionals in the region – take an active role in capacity building and talent spotting of programme staff in countries and supporting the matching of opportunities to develop effective programme professionals in the region.
* Establish, communicate and monitor standards of performance and behaviours of the team through development of Individual Accountability Plans (IAP), and key performance indicators (KPI’s) that are agreed annually, and monitored and updated regularly.
* Support team members to gain the necessary skills through learning and development.

KEY RELATIONSHIPS

* Media contacts
* External relations with strategic partners and collaborators (including positions responsible for advocacy, communication and partnerships)
* Staff from other INGO’s / UN in West Africa / Civil Society organisations / regional bodies/ governments
* Regional Leadership Team
* Country programming & influencing staff (including positions responsible for advocacy, communication and partnerships)
* Global Hub GIP team
* National Office
* Other RH’s Programming & Influencing staff

TECHNICAL EXPERTISE, SKILLS AND KNOWLEDGE

* 10 years progressive senior management and/ or development experience, with a strong background in programming and influencing for child rights and gender equality,
* A graduate degree in a field of study relevant to rights-based international development,
* Experience in gender transformative programming and in one or more of the Plan International Areas of Global Distinctiveness: education, protection, early childhood development, child/youth engagement and advocacy, SRHR, youth employment,
* High level program leadership experience in a complex and dispersed organisation; Experience and knowledge gained from working with Plan International would be an asset;
* Senior management experience in programme design, partnerships, quality assurance and learning;
* Strong working knowledge of program development and quality functions in a large, federated structure and their value for driving consistent, sustainable, scalable, high-quality project delivery at the country-level.
* Proven experience and effectiveness leading cross-functional teams and working in a matrixed structure,
* Experience leading advocacy and policy work with government systems in West & Central Africa
* Demonstrated knowledge of gender analysis, rights-based program approaches, and child safeguarding
* Proven experience in leading strategic planning, change management and program management processes;
* An appreciation and understanding of the issues concerning the NGO sector in West & Central Africa both development and humanitarian,
* Embraces leadership in the global south and has worked with social movements; understands social movements and power dynamics in countries in West & Central Africa
* Able to work well under pressure and deadlines,
* Excellent listening, inter-personal, communication and networking skills,
* High level of self-awareness and willingness to take feedback for growth and self-development.

tECHNICAL cOMPETENCIES

***Supports partnering and resource mobilisation:***Identifies, assesses and nurtures mutually beneficial relationships with appropriate partners, and contributes to writing proposals relevant to own field(s) of work.

***Coaches colleagues and partners:*** Coaches colleagues and partners as part of daily work by explaining key concepts, standards and resources; and working alongside others to apply effective evidence-based practice.

***Builds stakeholder capability****:* Embeds it into program and project design

***Shapes strategy, policy, standards and plans:*** clearly aligned with relevant priorities and stakeholder interests and based on rigorous internal and external evidence

***Designs effective programmes and projects:*** with clear and measurable objectives contributing to overall outcomes, appropriately resourced, mainstreaming gender and inclusion and participatory approaches, and engaging with and influencing relevant actors and stakeholders.

***Assesses effectiveness to improve evidence and quality by designing appropriate measures and assessment methods:*** using on-going monitoring and assessment to improve project design and implementation, initiating research and conducting evaluation, assessing the results and sharing learning.

***Adapts work to context***: Focuses work appropriately to its geographical scope; rapidly assesses and responds to the relevant context and changes in the fragility of settings.

***Campaigning and external mobilization****:* Strong knowledge of and interest in current events, including those related to politics, economics, social and cultural affairs, technology and media. Familiarity with constantly shifting political, economic, social, tech and media trends and dynamics of relevance to effective campaigning.

***Young people as Influencers****:* Demonstrated experience of developing and delivering advocacy strategies and/or campaigns preferably with a gender equality or girl-led focus advanced practical understanding of child and youth safeguarding and child rights, current issues and best practice including child protection issues associated with youth campaigning and advocacy including digital safety.

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

LEVEL OF CONTACT WITH CHILDREN

Mid contact: Occasional interaction with children