



**Africa Advocacy Advisor – Country Support**

<b>Location</b>	Any Christian Aid Office in Africa	<b>Department</b>	Policy, Public Affairs and Campaigns
<b>Reports to (Job Title)</b>	Pan-Africa Senior Advocacy Advisor	<b>Salary Band</b>	D mid
<b>Matrix manager (if applicable)</b>	None	<b><u>Competency level</u></b>	3

**Role definition**

**Role purpose**

The post holder will support the development and implementation of national advocacy strategies, as an integral part of our programmes, across Christian Aid’s country offices in Africa. This role will support African country staff and partners to raise capacity and delivery of national advocacy, especially in relation to our priority campaigns; strengthen the linkage between programmes and advocacy; and ensure that we advocate in line with our strategic focus on poverty, power and prophetic voice.

S/he will also support the work between Christian Aid, and external partners and allies, as we collaborate with them to deliver impactful global and multi-country advocacy strategies and campaigns. This includes our engagement with the ACT alliance, and with regional church-based and ecumenical networks. Supporting the Senior Pan-Africa Advocacy Advisor, the post holder will help to integrate this work into our national programmes, and where relevant participate in regional and international advocacy initiatives.

**Key outcomes**

- Christian Aid country staff and partners in African country offices are supported in delivering strategic and effective advocacy, in line with our priority campaigns, as part of a whole of programme approach.
- Restricted funding for national level policy, advocacy and campaigns is secured, as part of the pipeline for country offices in the region; and that countries are supported to deliver on their restricted funding commitments
- Country offices are confident about how to navigate national advocacy spaces, with partners and as Christian Aid, and to manage risk effectively and influence successfully
- Partners and alliances are supported to mobilise and to campaign locally according to the context and needs. Capacity-building tools are identified or developed as appropriate.
- The creation and delivery of discrete advocacy initiatives linked to international and regional processes that are relevant to international campaign projects.



- Effective advocacy strategies at the national level connect to, and are supported by, the work Christian Aid does at the pan-African level, and globally.
- Christian Aid in Africa collaborates well with strategic partners, coalitions and alliances to maximise progress on key corporate priorities and objectives and to be a catalyst for the building of global movements for justice Christian Aid is effectively represented in key inter-agency networks and working groups, both in Africa and internationally

**Role agility**

**Expected national travel per annum** Occasional travel **On call/unsocial hours** No

**Expected international travel per annum** Up to 30 days

**Surge capacity for emergency responses** No

In order to respond to ever changing demands within the environment, Christian Aid operates within an agile framework (both in workforce and operational) that requires from all employees, a high level of responsiveness and adaptiveness to processes and structures making flexibility and a project based working approach the norm. To sustain this system, managers may/will agree further details of specific tasks and duties as part of the performance agreement. Any reasonable duty may be assigned that is consistent with the nature of the job and its level of responsibility, and employees may be required to change the focus of their role from time to time.

**Role context**

This role will play a key part in ensuring that we have a whole of programme approach at the national level in Africa, that encompasses policy, advocacy and campaigns, and in linking our global, regional and national level influencing. The post holder will need to demonstrate excellent communication and networking skills, and manage competing demands from different country offices, finding ways to connect their contextually specific work to globally coherent campaigns on climate justice and economic justice. They will have a strong understanding of the external advocacy environment in countries in Africa where we operate, and an ability to help country offices to maximise the opportunities in settings where there are political and operational risks, and resources are limited.

**Role requirements**

**Relationships**



<p><b>External</b> National civil society partners, including churches and other faith-based organisations; regional partners and members of the ACT alliance; some engagement in networks and coalitions.</p> <p><b>Internal</b> Under guidance of the Pan-Africa Advocacy Lead Advisor, work very closely with our Africa country offices and regional team; the PPC department - and especially other advocacy colleagues working on country support, and thematic advisors, Programme Funding staff</p>				
<p><b>Decision making</b></p> <p><b>Budgetary/savings responsibility</b> Accountable to cross organisational project groups in key areas, Christian Aid’s networks, country programmes for efficient use of resources.</p> <p>Responsible for using initiative to identify and develop key contacts and relationships essential to deliver agreed strategic objectives; decides on the most effective means of influencing on agreed outcomes.</p>				
<p><b>Analytical skills</b></p> <ul style="list-style-type: none"> <li>• Ability to analyse complex situations and look beyond the surface to underlying causes.</li> <li>• Ability to analyse and synthesise information to understand issues, identify options and support sound decision making.</li> <li>• Ability to plan well and communicate plans to others</li> </ul>				
<p><b>Developing self and others</b></p> <table border="0"> <tr> <td><b>Number of Direct reports</b></td> <td><b>Overall people management responsibility</b></td> </tr> <tr> <td>0</td> <td>0</td> </tr> </table> <p>The postholder will be working with colleagues under country manager reporting lines, and with country managers and regional advocacy staff, and will have an advisory role that requires the confidence and trust of programme staff, agility, and a high level of understanding of different national contexts</p>	<b>Number of Direct reports</b>	<b>Overall people management responsibility</b>	0	0
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0	0			
<p><b>Role related checks</b></p> <p><b>DBS clearance</b> Not required <b>Counter terrorism screening</b> Not required</p>				

<p><b>Person specification</b></p>
<p><b>Applied skills/knowledge and expertise</b></p> <p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Degree or equivalent. Graduate qualification in relevant social science or development studies, or commensurate experience.</li> <li>• Strong understanding of how change happens and of effective advocacy and campaigning strategies</li> <li>• Proven experience of building constructive working relationships with diverse stakeholders, and of working in networks or coalitions</li> </ul>



- Good understanding of the African contexts in which we work, and the ways in which our global campaigns and other priority issues apply to these contexts, including at the regional level
- Experience of working with African civil society, on advocacy, campaigning or communications
- Experience in representing corporate policy positions to diverse audiences
- Ability to communicate complex issues simply, both verbally and in writing.
- Experience in developing and implementing advocacy strategies
- Proven ability to work to tight deadlines and prioritise work effectively.
- Excellent written and spoken English
- Commitment to Christian Aid's mission, vision and values

**Desirable**

- Ability to work in French
- NGO programme experience
- Experience of online and social media campaigning
- Experience of working with church-based organisations or faith groups
- Experience in managing multi-country campaigning and advocacy projects

**Digital/IT competencies required**

<b>Word, Excel, PowerPoint</b>	Intermediate	<b>Web content design &amp; development</b>	N/A
<b>Internet based collaboration tools and video calling</b>	Intermediate	<b>Social Media</b>	Intermediate
<b>Data Visualisation</b>	Basic		

**DATE CREATED**

25/07/2022

**DATE REVIEWED**