

Humanitarian Policy Advisor

Job Level	4	Job Reference No:	#11708
		Role Review Date	June 2025
Directorate	International	Function	International Law and Policy
		Reports to	Senior Humanitarian Advisor

Scale and scope of role

Direct Reports	0	Indirect reports	0
Budgetary responsibility/ accountability	0	Accountable for other resources	0

Context

We help anyone, anywhere in the UK and around the world, to get the support they need if crisis strikes: connecting human kindness with human crisis. We enable vulnerable people in the UK and abroad prepare for and withstand emergencies in their own communities. And when the crisis is over, we help them to recover and move on with their lives. We are part of the Red Cross and Red Crescent global humanitarian network.

Our Values and Principles

Our values (compassionate, courageous, inclusive and dynamic) underpin everything we do. As a member of the Red Cross and Red Crescent Movement, the British Red Cross is committed to, and bound by, its **fundamental principles**: humanity, impartiality, neutrality, independence, voluntary service, unity, and universality.

Purpose of the role

This role will support the development and implementation of BRC's policy and influencing priority areas, strengthening BRC's voice through evidence-based policy work. The main areas of thematic focus for the International Law and Policy team include principled humanitarian action, localisation, resilience and climate change, and migration and displacement. With a focus on localisation and principled humanitarian action, the role will contribute to develop cross-cutting thematic policy and research. The role will work collaboratively with a wide range of BRC programme, policy and international law colleagues through an enabling approach which facilitates greater understanding of regional and thematic policy priorities. The role will also work collaboratively with National Society partners and the broader International Red Cross and Red Crescent Movement.

Key Responsibilities

Thematic policy strengthening

- Support the provision of policy and / or technical advice within thematic work area(s) or designated area(s) of responsibility to support and strengthen the implementation of the International Directorate strategy.
- Contribute to the assessment, planning and implementation of action plans and work plans including working with regional teams and National Society partners, collecting and analysing evidence to demonstrate the effectiveness and impact of the International Directorate's work
- Contribute to the execution of the influencing aspects of BRC's international strategy, with a focus on localisation and principled humanitarian action
- Strengthen BRC's influencing efforts in major emergencies through the development, implementation and coordination of policy and advocacy initiatives. This will involve a range of activities including stakeholder analysis, development of messaging, external representation, briefings and media work, working collaboratively with a range of different programme, policy, communications and fundraising colleagues to ensure that strategies are aligned and mutually reinforcing
- Increase BRC's representation and engagement on priority international issues, including by identifying policy processes and events relevant to BRC's priority agendas and coordinating BRC's effective participation. This will include representing the BRC at senior levels externally and within the Movement or supporting the engagement of regional or country colleagues or other Movement partners.

Relationships and representation

- Work closely with BRC's domestic Policy, Research and Advocacy team ensuring coordination of relevant activities
- Builds relationships within RC/RC Movement and other organisations to influence others and incorporate and apply lessons and good/best practice from outside BRC into organisational learning.
- Represent the BRC at key national and international policy and other fora, proactively building and developing stakeholder relationships to influence sector and Red Cross Red Crescent Movement policy on priority areas
- Develop BRC's evolving advocacy and external engagement agendas ensuring that BRC's voice on international issues is increased in a way that is evidence-based, in line with our Fundamental Principles and is improving the lives of those affected by humanitarian crises
- Build and enable the policy and advocacy capacity of colleagues within the International Directorate and of staff and volunteers of partner Red Cross Red Crescent National Societies. This will involve the use of effective policy and advocacy methods and approaches that are appropriate to International's priority issues and Fundamental Principles.

Team Member:

- Actively participates in all team meetings.
- Supports other team members.
- Work and behaves in accordance with all BRC policies and procedures.
- Upholds the fundamental principles of the Red Cross and acts with integrity, in accordance with the Society's values (inclusive, compassionate, courageous and dynamic).

The duties and 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.

Pre- engagement checks

Criminal Records

Type of criminal record checks required for this role

England and Wales - Disclosure and Baring Service Check (DBS)
> None
Scotland
> None
Northern Ireland
> None

Drivers Checks

> Required: No

Diversity

At the British Red Cross, we are looking for the right people to help us provide support to millions of people affected by crisis. We want our team to reflect the diversity of the communities we serve, offering equal opportunities to everyone, regardless of, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

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.

Person Specification

		Requirement	Evidence obtained through Shortlisting (S) Interview (I) or Assessment (A)		
			S	I	A
Knowledge and Skills	Essential	<ul style="list-style-type: none"> • Higher level academic qualification (graduate degree level or equivalent work experience) • Good knowledge of humanitarian policy within the international humanitarian system or international development context. • Good technical expertise within policy development and influencing, specialising in at least one of our thematic areas • Knowledge of related and cross-cutting humanitarian policy areas • Demonstrable overseas field experience as a humanitarian practitioner • Good ability to analyse both quantitative and qualitative data and interpret information to communicate to and persuade decision makers / different audiences, both written and verbal. • Research, writing, and analytical skills • Strong understanding of policy processes and of decision-making in the UK and internationally 	<p>S</p> <p>S</p> <p>S</p> <p>S</p>		
	Desirable	<ul style="list-style-type: none"> • Good project management skills 			

Experience	Essential	<ul style="list-style-type: none"> • Demonstrable experience of working in a relevant role or sector • Experience of providing policy advice and support within a project / programme / area of responsibility. • Experience of establishing effective relationships to influence and enable decision making. • Experience of delivering training and/or capacity building • Experience of undertaking policy or advocacy on one or more of BRC's priority issues • Experience of humanitarian advocacy representation and communications with evidence of impact or influence with policy makers • Proven experience in actively contributing to organisational culture of safeguarding and anti-racism 	S		
			S		
	Desirable	<ul style="list-style-type: none"> • Experience of working with the International Red Cross and Red Crescent Movement • Delivering training, presentations and/or capacity building, particularly with national actors 			
Behaviours		<ul style="list-style-type: none"> • Focusing on people in crisis – Always asks 'what does this mean for people in crisis'. • Seeking Insight – Investigates and Analyses Information • Working Collaboratively – Pro-actively builds collaborative relationships internally and externally • Communicating and influencing – Takes multiple steps to communicate and influence 			
Additional requirements	Essential	<ul style="list-style-type: none"> • Ensures inclusive practice and promotes diversity • Upholds the fundamental principles and acts with integrity, in accordance with the Society's values (inclusive, compassionate, courageous and dynamic). 			
	Desirable				

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.