

Senior National Society Development (NSD) Adviser

Job Level	L5	Kornferry Function	KF17
Directorate	International	Function/Service	GPP NSD
Direct Reports	Nil	Indirect Reports	Nil

Purpose	<p>The Senior National Society Development (NSD) Adviser is responsible for promoting BRC's key commitment to National Society Development, which is a core component of British Red Cross's (BRC) approach to equitable partnerships and localisation.</p> <p>The Senior NSD Adviser will play a lead role in ensuring the organisation-wide understanding of and engagement with this commitment, supporting the development of NSD competencies across the International Directorate and ensuring that BRC's NSD support to its National Society partners is consistent, relevant and sustained.</p>		
Budgetary responsibility/accountability	Approx £40,000 direct responsibility	Accountability for other resources	Shared accountability for global NSD budgets of circa £1.7 million
Key Responsibilities	<p>Strategic leadership of BRC's NSD support for National Society (NS) Partners</p> <ul style="list-style-type: none"> • Lead and deliver the global NSD strategy for BRC, ensuring alignment with Movement-wide priorities and influencing international NSD policy frameworks. • Hold accountability for measurable NSD impact across BRC, leading BRC teams and partners to deliver the shared NSD outcomes in the NSD and Partnership Priority Investment Strategy and BRC International Strategy 2025-30. • Provide leadership, expert guidance, coaching, and advisory support to country teams and regional NSD roles, fostering consistent and high-quality NSD delivery • Guide and enable BRC regional NSD roles and country teams to help NS partners identify and address their NSD priorities • Oversee cross-functional collaboration with investment leads, technical advisers, and country teams to ensure synergy between programmatic and NSD support. • Coordinate peer-to-peer learning and exchange initiatives across regions, leveraging the cross-regional NSD team to build NS partner capabilities. • Champion organizational change by partnering with the BRC International People and Learning team to embed NSD competencies across the International Directorate • Maintain and continuously update a global mapping of BRC's NSD support to NS partners, enabling data-driven decision-making and strategic oversight <p>Lead on external representation and influencing in relation to NSD</p> <ul style="list-style-type: none"> • Represent BRC in key Movement forums and external platforms, advocating for and influencing NSD policy and practice within the Red Cross Movement and broader humanitarian sector. • Build relationships with Movement actors to ensure BRC's approach to NSD is informed by current Movement approaches and is coordinated with the support provided by others • Enable access to relevant, appropriate NSD technical support for NS partners by guiding regional NSD roles in sourcing expertise aligned with NS needs and preferences • Lead and contribute to strategic dialogue and policy on NSD both within the RC Movement and the wider humanitarian sector. <p>Identify, disseminate, and promote the application of learning related to NSD in general and to BRC's NSD support</p> <ul style="list-style-type: none"> • Lead the documentation and dissemination of learning from BRC's NSD support and broader NSD initiatives, ensuring accessibility and application across teams. • Collaborate with the BRC Planning Monitoring Evaluation And Learning (PMEAL) Adviser and regional PMEAL and NSD teams to improve the measurement of outcomes and impact of NSD initiatives. • Initiate, lead and manage NSD learning initiatives which align with BRC's Strategic Change Ambitions • Curate and share lessons from NSD studies, evaluations and reviews to inform strategic planning and operational delivery. • Promote and facilitate BRC staff to access to the International Federation of Red Cross and Red Crescent Societies (IFRC) Communities of Practice on NSD 		

	<p>Strengthen BRC's NSD systems, processes and guidelines</p> <ul style="list-style-type: none"> Enhance BRC's NSD systems, processes, and guidelines, ensuring they are fit for purpose and aligned with strategic goals Promote a directorate-wide understanding of these NSD guidelines, systems and processes embedding them into operational practice. <i>The 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.</i>
<p>Knowledge & Skills *Essential</p>	<p>Post graduate level within an area relevant to international humanitarian development</p> <p>*Knowledge of IFRC NSD related policies, tools and guidance</p> <p>*Proven analytical skills and the ability to think strategically</p> <p>*Knowledge of organisational/change management</p> <p>*Skills in coaching and mentoring</p> <p>*Ability to scope for information, tools and approaches and serve as a knowledge broker to others</p> <p>Understanding of impact assessment approaches</p> <p>*Excellent written and verbal communication skills in English</p>
<p>Experience *Essential</p>	<p>*Experience in facilitating or supporting organisations, ideally voluntary-based organisations, to develop and implement change strategies</p> <p>*Significant experience in an international, cross cultural advisory role.</p> <p>*Experience in facilitating coordination between multiple organisations</p> <p>*Experience of facilitating and convening workshops.</p> <p>Experience in facilitating peer learning</p> <p>Experience in leading/supporting reviews and evaluations of organisational and capacity development.</p> <p>Experience of representing an organisation within external forums</p>
<p>Additional requirements</p>	<ul style="list-style-type: none"> Commitment to ensure inclusive practice and promote diversity. Ability to travel for up to 45 days per year), including to countries classified as high-risk by our Travel Risk Management (TRM) framework. These risks may include health-related concerns, political instability, or other operational challenges. Ability to work outside of normal office hours and unsociable hours (evenings and weekends); this will occur on an ad hoc basis and there may be short notice of the requirement. Commitment to upholding the Fundamental Principles and act with integrity, in accordance with the Society's obligations and values (inclusive, compassionate, courageous, and dynamic). <p>NSD Competencies: 1) Trust, relationship building, 2) Respecting NSs as volunteer and membership-based local actors, 3) Awareness of Organisational Culture, 4) Systems thinking, 5) Fostering sustainable change, 6) Nurturing Innovation and creating culture of learning, 7) Connecting and Coordinating</p> <p>IFRC NSD Competency Framework</p>

Pre Engagement Checks Highlight bold as required	
DBS- England & Wales	Adult/ Child/ Adult & Child Workforce/None
PVG- Scotland	Adult/ Child/ Adult & Child/ None
Access NI- Northern Ireland	Vulnerable Adult/ Child/ Vulnerable Adult & Child/ None
Driver Check	Yes/ No
<u>International Roles Only</u>	
International Police Check	Yes/ No
International Driving Licence for manual cars	Yes/ No

Role Reference		Review Date	
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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.