

Head of Climate Resilience and Technical Advisory

Job Level	Level 6	Job Reference No:	
		Role Review Date	March 2024
Directorate	International	Function	Programme Quality & Accountability
Service		Reports to	Director of Programme Quality & Accountability

Scale and scope of role

Direct Reports	6-8	Indirect reports	4
Budgetary responsibility/ accountability	Up to £1m worth of restricted and general funds – both annual budget and linked to specific operations	Accountable for other resources	

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 to 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 that 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.

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 partnerships, 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.

Purpose of the role

To provide strategic leadership for BRC's international community-led climate resilience programming and all technical advisory support provided to partners and BRC international colleagues. They will shape the technical quality and direction of BRC's international programme support ensuring that it has a clear strategic added value within the IFRC Network. Specifically, they are accountable for strategic leadership of our international community-led climate resilience programming. They will lead a team of global technical advisors who are responsible for working with BRC regional teams and National Society partners to design and deliver quality programmes, support effective fundraising, influencing and quality assurance. They are accountable for ensuring that all BRC supported programmes meet the Core Humanitarian Standards and agreed IFRC quality standards in Community Engagement and Accountability (CEA) and Protection, Gender and Inclusion (PGI).

Main responsibilities

Strategic Leadership

- Oversee the development and execution of BRC's priority investment in community-led climate resilience, set out in the International Strategy.
- Ensure that BRC has a clear vision for its programme work in Climate Resilience and its technical advisory capability, inspiring and guiding team members towards achieving organisational goals.
- Foster a culture of innovation within the team, encouraging the development of new approaches and solutions to enhance climate resilience efforts.
- Guide team members towards achieving organisational goals, such as growing the scope and scale of our climate resilience programme impact.
- Be a spokesperson and representative for BRC's work in climate resilience and programme quality, able to articulate our vision and plans to a range of audiences and in different settings
- Ensure that fundamental principles of the Red Cross Red Crescent Movement shape our programme support, and ensure that localisation, person-centred response, and shared leadership underpin all of our programme design and delivery.
- Bring together relevant BRC programme colleagues and a broad range of stakeholders to establish, oversee, and continually adapt BRC's climate resilience approach, and be accountable for progress against agreed targets

Programme Quality

- Work collaboratively with BRC regional teams and National Society (NS) partners to ensure that all BRC funded projects and programmes meet agreed IFRC quality standards, particularly in CEA and PGI.
- Establish and maintain networks of technical expertise (through global, regional and country-based advisors) and communities of practice that ensure our NS partners receive the technical support most suited to their needs.
- In collaboration with the Monitoring, Evaluation, Accountability and Learning (MEAL) Team, develop and implement robust monitoring and evaluation frameworks to assess the impact and effectiveness of all BRC funded projects and programmes, with particular emphasis on our work in climate resilience.
- Drive a cultural shift towards impact and evidence-based conversations, outcome reporting and storytelling across our climate resilience priority area and wider work.
- Lead efforts to build the capacity of BRC staff and partners through training and knowledge sharing on best practices in climate resilience, quality programme design and delivery, CEA and PGI.
- Promote the documentation and dissemination of lessons learned and best practices from climate resilience projects and our wider work to inform future programming.

Internal, External Relations and Resource Management

- Represent BRC in global Red Cross Red Crescent Movement forums on climate resilience, continually finding ways to influence towards positive change.
- Build and maintain strategic relationships with key stakeholders, including National Societies, IFRC, FCDO, donors and other humanitarian organizations.
- Lead existing and explore new partnerships and collaborations with organisations outside the humanitarian sector, seeking to broker new relationships to support National Society partner and Movement expertise gaps and utilise the strengths of other organisations.
- Work closely with regional teams and technical advisors to mobilise resources for BRC and the Red Cross Red Crescent Movement to have meaningful impact in climate resilience. Oversee the technical quality and innovation of design efforts to secure funding and resources, including exploring innovative financing options, to support programming/services and ensure sustainable growth.
- Build a strong partnership with BRC Marketing, Fundraising and Communications directorate colleagues, helping to maximising BRC's fundraising potential, with particular emphasis on our work in climate resilience.
- Work closely with colleagues from other BRC Directorates, especially UK Operations, ensuring that our work in climate resilience is aligned and mutually supportive at a strategic level.
- Develop and maintain strategic relationships across the International Directorate, particularly with key counterparts in Global Programmes and Partnerships (GPP), International Law and Policy, and Cash.

Team Management

- Make operational decisions within the Climate Resilience and Advisory Team and be accountable for planning, financial and resource management within BRC standards, policies and procedures with a focus on transparency and accountability.
- Ensure that BRC technical advisory functions provide effective and appropriate support to our regional teams and the broader organisation, utilising matrix management and networks as appropriate.
- Ensure that any risks to BRC associated with its relationships, resourcing of or technical support to partners are identified and appropriately addressed. Responsible and accountable for risk management for climate resilience programmes with GPP.

International Management Team

- Full and effective participation in corporate leadership processes including leading timebound key projects/themes as necessary.
- Role model BRC values and behaviours and challenge poor behaviour in others at all levels.
- Oversee the implementation of corporate and directorate initiatives with the Climate Resilience and Technical Advisory Team, including the Anti-racism Action Plan.

Leadership Behaviours

- Authentic, consistent and honest leader
- Actively listens and allow others to be heard.
- Adaptable to changing needs, pressures and opportunities.
- Empowers others based on skills and expertise.
- Dynamic, inclusive, compassionate and courageous

Team Leader

- All team members understand their responsibilities and objectives.
- All resources involving staff managed in accordance with BRC policies and procedures.
- All staff are kept informed of relevant organisational plans and updates on development.
- Team ideas and comments are communicated and forwarded appropriately.

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)
> Enhanced - Child and Adult Workforce
Scotland
> Protecting Vulnerable Groups (PVG) – Adult & Child
Northern Ireland
> ACCESS_NI - Enhanced Vulnerable Adults and Children

International Directorate Roles only

If you have been living outside of the UK, we will request international police checks in lieu of a UK Criminal Record Check.

> International Police Check	Yes	No
> International Driving License for manual cars	Yes	No
> Interagency Misconduct Disclosure Scheme	Yes	No

Person Specification

Job Specification

Requirement		Evidenced obtained through Shortlisting (S) Interview (I) or Assessment (A)		
Knowledge and Skills				
Essential	<ul style="list-style-type: none">> Educated to master's degree level in a relevant field or equivalent experience working in a similar role.> Considerable knowledge of the humanitarian or international development sector> Strong and proven team and line management skills, with ability to manage teams with broad remits in complex, [and remote] environments. Able to role model a high-level of management standards.> Able to think strategically, bring vision and direction on a departmental scale with technical and operational influence.> Strong financial management skills with ability to manage a large and complex budget.> Able to lead on programme development and support delivery with partners.> Able to network, engage and unlock funding for the organisation and our partners.> Good knowledge of fundraising and resource mobilisation opportunities (including institutional fundraising and private sector engagement)	I S S S	 I I	
Desirable	<ul style="list-style-type: none">> Good knowledge of the Red Cross and Red Crescent Movement> Developing accountability to and participation of affected populations> Other languages: French or Arabic, an advantage> Monitoring, evaluation, accountability and learning		I	

