

Early Childhood Development (ECD) Hub Lead and Practice Lead at Plan International

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Job Description

Plan International was founded over 75 years ago with a mission to promote and protect the rights of children. The organisation was set up by British journalist John Langdon-Davies and refugee worker Eric Muggeridge in , with the original aim to provide food, accommodation and education to children whose lives had been disrupted by the Spanish Civil War.

The Opportunity

This is an exciting opportunity to lead the Early Childhood Development (ECD) Hub's work to support the embedding of gender transformative ECD programming across the organisation in development, humanitarian and protracted crisis settings, through: development of a vibrant and engaged community of practice, support for the development, testing, adapting and scaling of programme and influencing models of relevance and ensuring that learnings are captured and shared; ensuring robust technical support – including learning and development initiatives – is available to Plan International offices to progress the broader implementation of gender-transformative ECD programming; and supporting strategic partnerships for impact and income.

As the Global Hub Lead, you work in coordination with the Hub Steering Group to ensure that the ECD Hub delivers on ambitious objectives set by the Gender-Transformative Policy and Practice (GTPP) leadership, managing other Hub team members and being accountable for budget and deliverables. You are a member of the GTPP leadership team, playing a role in setting direction for the department, agreeing on priorities, resource allocation and provisions to ensure GTPP advances gender equality and children's rights in a holistic

manner.

Key Responsibilities

You will provide overall leadership and direction for gender-transformative ECD programming as the Practice Lead. This involves:

Ensuring that the ECD thematic package is implemented and updated to align with the Global Strategy ambitions, supporting the operationalization of gender-transformative approaches across the core components, and coordinating/supporting work on ECD models as per the global approved process.

Ensuring quality support on ECD is provided to Plan Country Offices and the Plan Federation where needed, including for country strategy development.

Ensuring that Plan International's ECD vision, strategy and work is further operationalized and communicated within the Federation and beyond to position Plan as a strong player within gender-transformative ECD work in development and humanitarian settings.

As Hub Lead you provide overall leadership and direction for the ECD Hub team as Hub Lead. This involves:

Collaboration with other Hub members (Policy and Advocacy lead, Network Coordinator) to define and take forward a shared agenda, in partnership with the ECD Core Group and ECD Regional Focal persons.

Horizontal leadership with other Hubs to ensure that all policy, advocacy and gender transformative program work is supporting gender equality and children's rights

Overseeing the Hub's strategic direction, managing the Hub's operational budget and leading internal fundraising efforts for strategic projects.

This role involves communications, representation and relationship management with technical and senior staff both internally across the entire organisation, and externally with a range of partners.

The post-holder is expected to travel from time-to-time for international key events, and to provide regional and country support.

About You

You bring considerable experience and expertise in ECD programming and influencing, preferably within both development and humanitarian settings or protracted crisis settings. Direct work experience in countries where Plan International operates, in one or more low- and middle-income country contexts is essential.

Knowledge and experience within parenting/caregiving, community-based early learning, maternal and child health and nutrition, WASH as well as a child protection, gender and inclusion focus is key.

You bring knowledge and understanding of gender-transformative and inclusive programming and influencing approaches and design, monitoring & evaluation, learning and knowledge management and how these might be practically applied in the area of ECD.

You have experience of successful resource mobilisation, donor representation and growing a portfolio in ECD or closely related areas.

You are a motivating, engaging, and inclusive driver who fosters team spirit and community of practice around ECD across the whole Federation and leading in a matrix environment, adjusting approaches, style and behaviour to work effectively across cultures and with diverse stakeholders. You are structured, with strong organisational and planning skills, including budgeting, to balance multiple activities and projects. You bring strong initiative with the ability to work independently and solve problems with limited supervision.

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