

Head of Programme – Sexual Exploitation of Children (SEC) at Terre des hommes (TDH)

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Location: Kenya

Category: community-and-social-service

Job Description

(adsbygoogle = window.adsbygoogle || []).push({}); Terre des hommes is the leading Swiss child relief agency. We are committed to improving the lives of millions of the world's most vulnerable children. Children are the first to suffer in times of war, natural disasters and as a result of poverty. At Terre des hommes, our goal is to steadily improve the conditions of the most vulnerable children worldwide. We are focused on five main objectives:
Improving the health of infants up to the age of 3 and of children in need of specialised medical care
Protecting migrant children
Preventing child exploitation
Promoting restorative justice for children in conflict with the law
Providing humanitarian aid to children and their families in times of emergency and crisis
OUR PROGRAMMES AND PROJECTS REVOLVE AROUND
Children's rights and their best interests
Creating a strong local presence in close proximity to children, their families and communities
Establishing close cooperation with local bodies based on respect
Constant improvement and innovation
Enhancing health and protection systems in the long term
Gaining recognition in Switzerland as a reliable organisation and source of financing

Core Responsibilities

Strategic, technical and programmatic responsibilities

Provide technical and strategic steer to their global programme in alignment with TdH NL's core documents (ToC, global strategy and core principles), and provide technical input on SEC/OCSE-related issues to other teams/departments as needed.

Ensure the portfolio of programmes and projects contribute to progress on the overall programme's ToC and goals (model development, L&A agenda, research and learning agenda, etc.).

Deliver thought leadership on their programmatic theme (SEC/OCSE); stay on top of global developments in the relevant field and bring ideas and knowledge to the work of TdH NL.

Identify and pursue funding opportunities to further the work of the global programme, with support from the Resource Mobilisation team.

Support development of tools, processes and guidelines for the successful implementation of the global programme.

Contribute to knowledge building and knowledge sharing both internally and externally, including through sharing of key developments and lessons learned within the global programme.

Represent TdH NL and the SEC global programme in relevant thematic alliances, conferences and other events.

Develop and manage direct reports to ensure the implementation of their projects and programmes in alignment with the global programme framework.

Collaboration and relationship management responsibilities

Bring on board key stakeholders and build strategic partnerships for the execution of the global programme goals, in coordination with the Manager of Strategy & Partnerships.

Proactively engage with leadership and management across the organisation to ensure streamlined communication and prompt inter-departmental alignment. In particular, ensure close coordination and plan for necessary collaboration with the Heads of REI and PDQ, the Regional and Country Directors and, the Resource Mobilisation Manager in the execution of the global programme.

Ensure clear communication and information sharing within the programme and wider organisation.

Operational and staff management responsibilities

Translate the organisation's priorities and the programme outlook into an actionable plan for

the programme to enhance effectiveness and ensure goals are met.

Support cross-departmental and cross-organisational best practice sharing, calibration of strategy, planning and programme management, and give input to a community of practice for staff in strategic and programmatic roles.

Provide effective leadership to the Programme Managers/Coordinators in your team through timely performance management, encouragement, professional development and collaboration.

Requirements

Core Knowledge & Skills

The HoP is a knowledgeable, thoughtful and curious leader who has strong technical knowledge and a track record of achievement in the field of SEC prevention and response.

You should be prepared and excited to take a leading role in the organisation's programmatic work, bringing together stakeholders from within and outside the organisation to deliver programmes that are proven (through research) to produce impact and drive systemic change.

Additionally, we seek:

Experience in research and evidence-based programme management and programmatic work geared towards systemic change – this is a key component of our new strategic approach.

Ability to work well with a varied range of stakeholders to incorporate new information and reach appropriate decisions with and for the team.

Ability and willingness to work in a networked organisation, promoting collaborative initiatives across teams and beyond formal reporting lines.

Fluency in strategy-driven implementation, programme performance management systems for goals and targets, and monitoring processes.

Ability to frame complex, multi-faceted issues in different ways for different audiences to get to insights and actionable results.

Comfortable in a wide range of cultural, geographic, and operational situations, demonstrating culturally sensitive behaviour with a diverse range of people.

A highly organised and efficient individual, who possesses excellent judgement with a demonstrated ability to handle multiple tasks, complex issues, and competing priorities with excellent attention to detail.

Excellent oral and written communication skills to represent the organisation effectively and accurately to a variety of audiences as well as draft and proof-read written documents

An innovative and forward-thinking approach to all aspects of work.

The highest personal and professional integrity along with an optimistic outlook.

Strong people management skills, with demonstrated experience in leading and developing talent of staff that are highly qualified, independent and diverse.

Demonstrated strength in cultivating trust and relationship management, with ability to handle confidential information and guide situations with flexibility and diplomacy.

Education & Experience

Master's degree in a relevant field of studies such as International Development, Child Rights, Social Work, Economics, Public Policy, or a combination of academic training and experience to an equivalent level.

10+ years of experience in roles of expanding scope and responsibility with demonstrable results, with at least 3 years of experience in the specific field of SEC/OCSE prevention and response.

Strong technical expertise in the field of SEC/OCSE prevention and response

Experience developing and managing international programmes to include operations, resource mobilisation, performance management and impact measurement, as well as deep exposure to global child rights and humanitarian issues, in low-resource settings.

Experience living and working in one or more of TdH NL's countries of operation in Africa and/or Asia.

Experience with staff management and coaching.

Experience in systemic change strategies for NGOs is highly preferred.

Strong preference for individuals with an interest in cross-discipline and cross-sectoral collaboration and a background combining strategy, business development and evidence-based programme implementation.

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