

Vacancy Announcement

Save the Children in Albania country office has been working since 1999 developing a program focusing on improvement to children's education, protection of vulnerable children, and promoting children's rights; especially on discrimination, disabled children and children from ethnic minorities.

Save the Children is committed to supporting Albania's path towards European integration whilst ensuring the full realization of all children's rights. To achieve these tasks, Save the Children in Albania is working with non-governmental organizations and in close cooperation with governmental structures.

For more information on our current programs please see our website <http://albania.savethechildren.net/>

Save the Children has a country program strategy in Albania which covers the period of 2019-2021. Our work promotes the rights of children and adolescents to education, protection and survival to a life that protects them from all forms of exploitation and violence. Our approach empowers and supports children to meaningfully increase their participation in school and community life and influence decisions through child rights lenses.

Save the Children is recruiting for motivated and experienced expertise for the position of **Senior Advisor, Disability Inclusion** full time equivalent.

Senior Advisor, Disability Inclusion is a member of the PDQA team, reporting to the Program Development, Quality and Advocacy (PDQA) Director.

The Disability Inclusion Technical Advisor will use their in-depth contextual understanding, technical expertise, and relationship building skills to provide a critical link between the Save the Children's global and country level technical work on Disability Inclusion. It is anticipated that 70% of the role will be global in nature and focus on leading the Disability Accelerator (50% year 1 and 60% year 2), and support the global help desk for disability inclusion through the Disability Inclusion Technical Working Group (20% year 1 and 10% year 2). The Disability Accelerator is designed to support a culture of Disability Inclusion in Save the Children country teams and foster meaningful partnerships directly with organisations of persons with disabilities (OPD). Each Accelerator runs for six months in each country and consists of three parts: internal self-assessments and baseline exercise on Disability Inclusion; a week-long interactive training co-facilitated with a prominent national disability rights activist, and subsequently; the development and roll-out of a pilot project implemented together with the local Disability Movement.

The other 30% of the role will be providing support to the Country Office where the position is located (to be determined by the location of the successful candidate).

This role also includes external representation on priority issues including disability rights, inclusive child participation and monitoring of rights, disability data, meaningful participation of persons with disabilities in humanitarian action, disability inclusive health, nutrition, child protection, climate resilience, education and social protection. In the event of a major humanitarian emergency, the role holder will be expected to work outside the normal role profile and be able to vary working hours accordingly.

Personal specification:

Essential

- At least 5 years' experience of leading the design and implementation of humanitarian and development Disability Inclusive programmes
- Significant experience in designing and delivering training, capacity building, and mentoring on Disability Inclusion across different thematic areas such as health and nutrition, child protection, education, social protection, early intervention etc.
- Demonstrated disability inclusive program design, monitoring and evaluation skills, including designing pathways to sustainable impact at scale.
- Experience working with organisations of persons with disabilities (OPDs) and good relationship and wide network with disability experts and OPDs in at least one country where Save the Children works
- Experience working directly with children with different types of disabilities and their families.
- Experience designing and facilitating capacity building trainings on disability rights and inclusive programming
- Strong understanding of the Disability Rights sector, policy priorities and the situation for adults and children with disabilities in at least one country where Save the Children works, and internationally in both humanitarian and development contexts
- Demonstrated understanding of the Convention on the Rights of Persons with Disabilities (CRPD), Disability Inclusive Programming, The IASC Guidelines on Inclusion of persons with disabilities in humanitarian action, Disability Disaggregated data and MEAL, Universal Accessible Construction standards
- Experience of leading context, capacity and policy analysis, and influencing and advocacy in order to hold duty bearers to account to realise children's rights and rights of adults and children with disabilities. Familiarity with Disability Situation Analysis, Barrier Analysis, CRPD monitoring and Disability Data.
- Able to generate and use data and evidence to innovate, deliver, learn and share what works and what doesn't work for children with disabilities, especially disability disaggregated data
- Fluent in English and high level of English writing skills.

A detailed job description you will find included in the notification. Interested candidates who meet the criteria set out in the detailed job description, should submit the following by 26 April 2021 COB:

- 1- Cover letter clearly explaining your motivation for applying your motivation for applying for the position and how you meet the position criteria;
- 2- Detailed CV

Application should be done online. Please clearly specify in the subject line or in the cover letter the position you are applying for.

Save the Children promote equality of opportunity for all and do not unfairly discriminate against any applicant at any stage of the recruitment process.
Only shortlisted candidate will be contacted.



TITLE: Senior Advisor, Disability Inclusion	
TEAM/PROGRAMME: Programme Development & Quality	LOCATION: Can be based in Save the Children Country Office (Nicaragua, Nigeria, Egypt, Albania, Bangladesh)
GRADE: 3 <i>CO to agree appropriate grade with HR</i>	CONTRACT LENGTH: 2 years
<p>CHILD SAFEGUARDING: Level 2: <u>either</u> the post holder will have access to personal data about children and/or young people as part of their work; <u>or</u> the post holder will be working in a ‘regulated’ position (accountant, barrister, solicitor, legal executive); therefore a police check will be required (at ‘standard’ level in the UK or equivalent in other countries).</p>	
<p>ROLE PURPOSE:</p> <p>The Disability Inclusion Technical Advisor will use their in-depth contextual understanding, technical expertise, and relationship building skills to provide a critical link between the Save the Children’s global and country level technical work on Disability Inclusion. It is anticipated that 70% of the role will be global in nature and focus on leading the <i>Disability Accelerator (50% year 1 and 60% year 2)</i>, and support the global help desk for disability inclusion through the Disability Inclusion Technical Working Group (<i>20% year 1 and 10% year 2</i>). The <i>Disability Accelerator</i> is designed to support a culture of Disability Inclusion in Save the Children country teams and foster meaningful partnerships directly with organisations of persons with disabilities (OPD). Each Accelerator runs for six months in each country and consists of three parts: internal self-assessments and baseline exercise on Disability Inclusion; a week-long interactive training co-facilitated with a prominent national disability rights activist, and subsequently; the development and roll-out of a pilot project implemented together with the local Disability Movement.</p> <p>The other 30% of the role will be providing support to the Country Office where the position is located (to be determined by the location of the successful candidate).</p> <p>This role also includes external representation on priority issues including disability rights, inclusive child participation and monitoring of rights, disability data, meaningful participation of persons with disabilities in humanitarian action, disability inclusive health, nutrition, child protection, climate resilience, education and social protection. In the event of a major humanitarian emergency, the role holder will be expected to work outside the normal role profile and be able to vary working hours accordingly.</p>	
<p>SCOPE OF ROLE:</p> <p>Reports to: Country Office Programme Quality & Development Director, and dotted line to SCI Global Lead on Disability</p> <p>Staff reporting to this post: None, but this role will provide coaching and mentoring support to operational and technical colleagues, and local partners, working on disability inclusion.</p> <p>Budget Responsibilities: None</p> <p>Role Dimensions: The role is expected to foster relationships with a wide range of internal stakeholders including Save the Children technical working groups and communities of practice, the Country Office Programme Development & Quality team and advocacy colleagues</p> <p>Context : Humanitarian and development</p> <p>Scope: TBD based on the location of the successful candidate</p> <p>Primary Technical area: Cross-thematic Disability Inclusion</p> <p>Secondary Technical area: Cross- thematic including one or more of the following: education, child protection, health & nutrition, social protection, child participation</p> <p>Award funded: This role will be fully funded by Save the Children US.</p>	



KEY AREAS OF ACCOUNTABILITY :

Technical Leadership:

1. As a member of the global Disability Inclusion core team:
 - Support the development and delivery of thematic training webinars on Disability Inclusion for thematic experts as part of but not limited to the *Disability Accelerator*
 - Bridge the Global-Country divide by supporting technical experts to understand and contextualise global guidance, learning and evidence and ensure that learning from the region informs our global evidence and strategic direction in Disability Inclusion
 - Facilitate cross-Country Office learning about Disability Inclusion; identify creative ways to share learning, best practices and collectively address challenges in countries engaged in the *Disability Accelerator*
 - Contribute towards the creation of an organisational learning culture that promotes the use of disability disaggregated data, evidence and analysis and understands its link to quality and accountable programming;
 - Contribute to strengthening the use of Disability Inclusive programme principles and good practice across themes and sectors.
2. With direction from the PDQ where this position is located:
 - Capacity build, mentor and build networks technical experts from the Country Office to make programming and advocacy more inclusive of children and families with disabilities.

Programme Quality in Design & Implementation:

3. As a member of the global Disability Inclusion core team:
 - Support Country Offices with technical assistance to implement and monitor disability inclusion in key strategic programmes, to ensure high quality delivery, monitoring and evaluation.
4. With direction from the PDQ where this position is located:
 - Support Country Office with the design, proposal development and donor engagement for strategic programmes and opportunities in the area of disability inclusion.
 - Support Monitoring, Evaluation, Accountability & Learning (MEAL) teams to conduct quality Disability Inclusive monitoring and Disability Data Disaggregation against international standards through participatory methodologies (including child-friendly and disability inclusive methodologies).

External Engagement:

1. As a member of the global Disability Inclusion core team:
 - Foster partnership with organisations of persons with different and specific types of disabilities, to explore collaboration on shared programming, advocacy, research and learning.
 - Champion civil society engagement in dialogues and policy processes for Disability Inclusion, including: inclusive education, access to services for persons with disabilities, de-institutionalisation, social protection and disability benefits, monitoring of implementation of the Convention on the Rights of Persons with Disabilities.
 - Champion that the voices of children with disabilities are represented across Save the Children's thematic advocacy work.
 - Leverage learning from the *Disability Accelerator* to influence global lessons learned, and ensure global learning is brought back to Save the Children.
5. With direction from the PDQ where this position is located:



- In alignment with Country Office strategy and leadership, engage in strategic positioning with donors, partners and government in-country, and ensure that Save the Children is a partner of choice in Disability Inclusive Programming.
- Ensure that Save the Children is influencing and learning from others through national technical coordination and networking bodies such as clusters and working groups, specifically national and international networks for Disability Inclusion, International Disability and Development Consortia and the broader disability movement.
- Represent Save the Children to National and Local government representatives, donors, partner agencies who focus on disability rights and inclusion.

BEHAVIOURS (Values in Practice)

Accountability:

- holds self-accountable for making decisions, managing resources efficiently, achieving and role modelling Save the Children values
- holds the team and partners accountable to deliver on their responsibilities - giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved.

Ambition:

- sets ambitious and challenging goals for themselves and their team, takes responsibility for their own personal development and encourages their team to do the same
- widely shares their personal vision for Save the Children, engages and motivates others
- future orientated, thinks strategically and on a global scale.

Collaboration:

- builds and maintains effective relationships, with their team, colleagues, Members and external partners and supporters
- values diversity, sees it as a source of competitive strength
- approachable, good listener, easy to talk to.

Creativity:

- develops and encourages new and innovative solutions
- willing to take disciplined risks.

Integrity:

- honest, encourages openness and transparency; demonstrates highest levels of integrity

The post holder must commit to work in an international agency that respects racial diversity and fights racism in all forms; and to model positive behaviours and respect to all colleagues, partners and communities.

QUALIFICATIONS

- Masters degree in Disability Studies or related degree in international development, social work, education, psychology, sociology or related area.

EXPERIENCE AND SKILLS

- At least 5 years' experience of leading the design and implementation of humanitarian and development Disability Inclusive programmes
- Significant experience in designing and delivering training, capacity building, and mentoring on Disability Inclusion across different thematic areas such as health and nutrition, child protection, education, social protection, early intervention etc.
- Demonstrated disability inclusive program design, monitoring and evaluation skills, including designing pathways to sustainable impact at scale.
- Experience working with organisations of persons with disabilities (OPDs) and good relationship and wide network with disability experts and OPDs in at least one country where Save the Children works
- Experience working directly with children with different types of disabilities and their families.



- Experience designing and facilitating capacity building trainings on disability rights and inclusive programming
- Strong understanding of the Disability Rights sector, policy priorities and the situation for adults and children with disabilities in at least one country where Save the Children works, and internationally in both humanitarian and development contexts
- Demonstrated understanding of the Convention on the Rights of Persons with Disabilities (CRPD), Disability Inclusive Programming, The IASC Guidelines on Inclusion of persons with disabilities in humanitarian action, Disability Disaggregated data and MEAL, Universal Accessible Construction standards
- Experience of leading context, capacity and policy analysis, and influencing and advocacy in order to hold duty bearers to account to realise children's rights and rights of adults and children with disabilities. Familiarity with Disability Situation Analysis, Barrier Analysis, CRPD monitoring and Disability Data.
- Able to generate and use data and evidence to innovate, deliver, learn and share what works and what doesn't work for children with disabilities, especially disability disaggregated data
- Fluent in English and high level of English writing skills.

KEY COMPETENCIES

Technical competencies:

- Raising Awareness and builds capacity on disability inclusion and the rights of adults and children with disabilities across organisation, programmes and themes
- Drives the uptake in use of Disability Inclusive Programme Principles across programmes and thematic areas
- Advocates for the rights of adults and children with disabilities and actively promotes and supports the voices and agency of children with disabilities to participate in decision making processes
- Provides technical and practical support and guidance to colleagues within different thematic areas so they can deliver better disability inclusive programmes and activities in their day-to-day work.

Generic Competencies

- *Being the Voice of Children:* Utilises being part of a global movement to promote change in the policy and public sphere on child related issues
- *Advancing Equality & Inclusion:* Drives an enabling environment for gender equality and inclusion, and prioritising the most deprived and marginalised children
- *Builds & Strengthens Partnerships:* Inspires others to embrace the values and principles that underpin partnerships and the localisation agenda

Additional job responsibilities

The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience.

Equal Opportunities

The role holder is required to carry out the duties in accordance with the SCI Equal Opportunities and Diversity policies and procedures. Applicants with disabilities are encouraged to apply.

Child Safeguarding:

We need to keep children safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse.

Safeguarding our Staff:

The post holder is required to carry out the duties in accordance with the SCI anti-harassment policy

Health and Safety

The role holder is required to carry out the duties in accordance with SCI Health and Safety policies and procedures.