

Job description

Job title	Deputy Team Lead, Technical
Department	The Girl Generation: Support to the Africa-led Movement to End FGM/C Programme
Location	Kenya, UK
Reporting to	Team Leader
Responsible for	Monitoring, Evaluation and Learning Lead (UOP), Community Implementation Lead (AMREF), Integration, Learning and Adaptation Lead (ACCAF)
Liaison with	Programme team, Options staff in Kenya and London including the Senior Technical Support, consortium partners, FCDO and a range of wider stakeholders
Hours	Full time
Type of contract	Fixed term 1 year renewable
Travel	Regular travel (<25% of time) in Kenya, Senegal, Somaliland and Ethiopia
Organisation	
<p>We are a global team of experts and innovators tackling some of the world's most pressing health challenges. We work with leaders and change makers around the globe to bring health strategies to life. We provide ideas, advice and technical know-how that enable our partners to build a path to lasting change.</p> <p>With 30 years' experience in global health, we collaborate with our partners to explore existing evidence, combine expertise, scale up ideas and co-create solutions that accelerate change. This includes collaborating on policy design, managing initiatives, building powerful coalitions and galvanising social movements. Our impact is felt across whole communities, with a focus on women, girls and those who have been marginalised.</p> <p>As part of MSI Reproductive Choices, all our profits go back into supporting MSI's own mission of children by choice, not chance. We believe in a world where everyone can access the high-quality health services they need, without financial burden.</p>	
About this programme	
<p>The Girl Generation: 'Support to the Africa-led movement (ALM) to end FGM/C' Programme</p> <p>The UK Government (Foreign, Commonwealth and Development Office – FCDO) has a vision of a world free from Female Genital Mutilation/Cutting (FGM/C) by 2030, in line with the SDGs. A programme has been established entitled 'Support to the Africa-led movement (ALM) to end FGM/C' to contribute to global efforts to achieve that vision. Following a co-creation period, programme implementation began in September 2021.</p> <p>This programme will support and build the capacity of the Africa Led Movement to end FGM/C at multiple levels and at scale, working in partnership with the rest of the FGM/C movement, complementing UN agencies (such as the UNFPA-UNICEF Joint Programme on FGM/C), Saleema initiative, other alliances (such as Girls not Brides etc.) and grassroots Civil Society Organisations (CSOs), women's and girls' movements, etc.</p> <p>The programme includes two consortia working in close collaboration. Options leads a consortium including Amref Health Africa, ActionAid UK, Orchid Project, ACCAF and University of Portsmouth to implement the</p>	

'Support to the Africa Led Movement to End FGM/C. Population Council is implementing 'The FGM/C Data Hub: Data and Measurement Support to the Africa Led Movement to end FGM/C'.

Main purpose of job

This is a complex and ambitious programme, working at all levels of the social ecological model, across four African countries, with multiple partners, and with activities at local, national, global and regional (e.g. West African) levels. It is an adaptive programme, generating evidence and learning about what works to end FGM/C. To promote strategic alignment across the programme, and drive continual improvements in programme effectiveness, a new senior leadership role has been created as the programme enters its third year.

The **Deputy Team Leader, Technical** will drive positive impact on the programme, towards the programme outcome of an acceleration in positive attitudes towards ending FGM/C in focal geographies, and the programme's scaling goals which include strengthening the Africa-led movement to end FGM/C, and promoting uptake of evidence and learning from the programme.

They will do this by ensuring:

- Regularly reviewed/updated and coherent technical strategies are in place, which maximise strategic synergies across programme workstreams, partners and geographies,
- High quality programme implementation guided by technical strategies
- Evidence-based learning and adaptation, to continually improve programme approaches

N.B. The term 'technical' refers to the strategies and interventions within the programme design that are intended to bring about the desired changes.

Main duties

The following duties all require a high-level strategic perspective across the programme, combined with deep dives into the operational realities of implementation, at multiple levels (from work in communities such as boys' and girls' clubs and community dialogues, through to strategic advocacy engagement in global forums).

They also require a critical yet constructive and supportive approach to working across the programme team and with partners.

1. Ensure robust, up to date and optimal technical strategy to deliver programme results.

Working with workstream leads and consortium partners, ensure that:

- a) Technical strategies across the programme (e.g. community implementation approaches, small grants strategy, advocacy and communications strategy, country-specific strategies, MEL framework, VfM framework) are aligned with the Results Framework, Theory of Change and programme principles (e.g. girl-centred, do no harm, innovative and evidence-informed).
- b) Lead the process of developing scaling and sustainability strategies for programme approaches, working closely with partners and team members.
- c) Strategies are periodically reviewed and updated (in partnership with the relevant team members and partners) in line with emerging evidence and learning (both from within and outside the programme) and/or changes in context.
- d) All relevant team members have a clear understanding of the strategies relevant to their work, and how to realise them
- e) Key programme planning and resourcing processes are guided by these strategies (e.g. costed annual workplans, recruitment decisions)

2. Support continuous improvement in quality of implementation

- a) Monitor and support technical implementation across the programme, in line with agreed strategies and approaches. This will require regular in-person visits, and reviewing programme reports and other forms of documentation. Given the breadth and depth of the programme,

monitoring and support will need to be planned carefully depending on strategic priorities, opportunities and risks.

- b) Strengthen and lead the quality assurance process for key programme outputs, e.g. curricula, manuals, tools, global goods
- c) All partners are supported to continually improve technical aspects of their implementation, including through feedback, training, capacity building and coaching, etc.
- d) Support and enable other workstream leads to strengthen their monitoring of and support to activities.

3. Learning and adaptation

- a) Working closely with the MEL team (including University of Portsmouth and Population Council), support the strengthening of the programme's adaptive management approach through regular learning forums, data reviews, etc.
- b) Provide hands on and remote support to programme teams to build skills, methods and a culture of adaptive management and learning.
- c) Quality assure partners' learning deliverables, and synthesise them into quarterly learning payment by results milestones for submission to FCDO.

4. Support programme teams in working towards, and assessing, Proof of Concept of the core end FGM/C model

- a) Work closely with the MEL team to finalise the methodology and process for assessing Proof of Concept
- b) Support teams to prepare the necessary evidence base and documentation to assess Proof of Concept

5. Programme leadership

- a) Be an active member of the programme's leadership team, contributing to oversight, coordination, resourcing, planning and troubleshooting
- b) Be a key contributor to, and lead when appropriate, technical discussions with FCDO (including as a contributor to the programme's Executive Steering Committee)
- c) Contribute to the development and review of annual programme workplans and budgets
- d) Continuously update the programme leadership on the technical issues of the programme

6. Communications

- a) Lead the writing of technical sections of the quarterly report to FCDO
- b) Regularly author technical papers (these could be in a variety of formats/for a variety of audiences) drawing on learning and evidence from the programme, and support other team members to produce technical papers
- c) Provide regular technical updates (stories, quotations, examples) collected in the course of your work to the Communications Team to help them amplify the programme and its learning/results
- d) Represent the programme – and support other members of the team to represent the programme (e.g. through coaching/briefing) – in external communities of practice, technical forums etc.

7. Other technical duties

- a) Manage consultants delivering technical assignments as required

This role will involve regular travel to project sites across all four countries, and to the head office (in Nairobi, Kenya). It may require occasional travel to London, UK.

Note: This job description reflects the present requirements of the post. As duties and responsibilities change and develop the job description will be reviewed and be subject to amendment in consultation with the job holder.

Person specification

Criteria	Essential	Desirable
Qualifications		
Post graduate degree in relevant subject or equivalent professional experience	✓	
Experience		
Extensive experience in facilitating alignment and collaboration among consortium members and diverse groups of stakeholders in multiple geographies	✓	
Significant technical experience working on gender equality, women and girl's empowerment, violence against women and girls or ending FGM/C programmes.	✓	
Experience of developing and maintaining successful relationships and partnerships with a diverse range of organizations and consultants	✓	
Demonstrable success in providing technical leadership in programmes requiring complex and adaptive strategic planning, including developing/implementing Theories of Change, Results Frameworks, and strategies.	✓	
Extensive experience of supporting country offices, building capacity and offering technical support	✓	
Experience in representing your organisation in high profile settings including with FCDO, international technical meetings etc.	✓	
Experience of adaptive programming, including using a wide variety of data for decision-making		
Experience in fundraising / business development		✓
Skills and attributes		
Leadership, influencing and supreme diplomacy	✓	
Strategic thinker with highly analytical mind	✓	
Excellent presentation and communication skills, with the ability to inspire	✓	
Good understanding of monitoring and evaluation methods, including comfortable working with both qualitative and quantitative data		
Ability and willingness to travel	✓	
Knowledge of gender, social norms change, programming related to working towards eliminating harmful social norms.	✓	
Other requirements		
Strong understanding of, and personal commitment to international human rights, including women's and children's rights	✓	

A commitment to programme principles including the Do No Harm guidelines	✓	
Commitment to Equal Opportunities	✓	
Commitment to the principles of Safeguarding	✓	
Pro Choice	✓	