

## Job description

<b>Job title</b>	Movement Building Lead
<b>Department</b>	The Girl Generation: Support to the Africa-led Movement to End FGM/C Programme
<b>Location</b>	Kenya
<b>Reporting to</b>	Deputy Team Lead – Global Advocacy Director
<b>Responsible for</b>	TBD
<b>Liaison with</b>	ALM's leadership team, core team, Options relevant staff across all countries, consortium partners, FCDO and a range of wider stakeholders
<b>Hours</b>	Full time
<b>Type of contract</b>	Fixed term
<b>Organisation</b>	
<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>	
<b>About this programme</b>	
<p><b>The Girl Generation: 'Support to the Africa-led movement (ALM) to end FGM/C' Programme</b></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>	

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.

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 '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 regional position that will support the consortium's work at multiple interconnected levels (from grassroots to global). This position follows the successful award of the programme by FCDO to Options Consultancy Services and its partners. The programme aims to contribute to a significant reduction in the practice of FGM/C in four focus countries in Africa by 2025 (Kenya, Senegal, Ethiopia and Somaliland). It will do this by accelerating positive changes in social attitudes towards ending FGM/C in the countries/regions where we work. The programme approach is to support and strengthen efforts to end FGM/C that are led from within affected communities and countries.

The Movement Building Lead will spearhead the implementation of the strategic interventions on capacity strengthening and movement building in line with ALM's overall strategy, theory of change and results framework. The role will provide leadership, coordination and technical assistance to consortia partners, grassroots grantee partners and other networks/organizations/movements in delivering capacity strengthening and movement building interventions including through grants support, training, mentoring and peer-to-peer learning which seek to bring about social norm change on FGM/C within communities, and build a strong enabling environment to end FGM/C at multiple levels (sub-national, national, regional and global). ALM's feminist movement building will take the form of sustained work with community-based activists, organizations and networks, to support and strengthen effective movement leadership, alliances, and strategies. They will be responsible for;

- i. Providing thought leadership and strategic direction to the ALM consortium, to ensure its capacity strengthening and movement building interventions directly contribute to its 'Theory of Change', results framework targets and intended impact of an acceleration in positive changes in social attitudes towards ending FGM/C.
- ii. Developing capacity strengthening and movement building strategies/plans of ALM's consortium partners and grantee partners, youth-led and women-led/girls-led organizations, grassroots civil society organizations, coalitions/networks/existing movements and frontline community champions in social norm change, girl centered programming among other areas
- iii. Assuring the technical quality of project delivery in relation to movement building – linking project technical teams to best practice, ending FGM/C capacity development models, tools, and frameworks.

- iv. Be a consortium champion for girl-centered, gender-sensitive programming that ensures a 'Do-No-Harm' policy and approach to delivery.
- v. Developing strategic alliances and strengthening collaborative partnerships with relevant country government departments, non-government stakeholders and other likeminded stakeholders, following strict Do No Harm guidelines.
- vi. Working closely with the Head of Monitoring, Evaluation and Learning (MEL), to ensure all capacity strengthening and movement building interventions are closely and innovatively monitored and evaluated, spearheading adaptive management and learning across the consortium.

## Main duties

### Strategic Leadership and Direction (25%)

- Provide thought leadership and strategic direction to the ALM consortium in relation to capacity strengthening and movement building milestones & goals within ALM's Results Framework
- Develop and implement a capacity strengthening and movement-building framework/strategy that advances ALM's advocacy and social change efforts.
- Participate as an active member of the ALM's core team developing integrated strategies to achieve its mission and long-term goals and determining appropriate allocation of ALM's resources and capacity.
- Support the consortium to develop 'core' intervention models to end FGM/C that are scalable and can achieve and evidence 'Proof of Concept'
- Support partners to develop capacity strengthening and movement building interventions that are tailored to their contexts, supported by best practice approaches
- Develop clear strategic frameworks that guide high quality, girl-centered programming

### Technical Support and Capacity Strengthening (CS) (25%)

- Lead technical and organizational capacity strengthening support and assistance under the ALM Programme on leadership, wellbeing, advocacy, campaigning, social change communications among other areas that will be identified through relevant capacity assessments
- Provide technical support to facilitate the development, implementation, and monitoring of Organizational Strengthening Plans (OSPs) for grantee partners for the achievement of programme objectives.
- Contribute to the development of resources/ documents for specific technical areas identified for capacity development of grantees, including training, mentoring, and coaching, etc.
- Liaise with consultants including drafting terms of reference, supporting procurement processes, and project managing consultants' deliverables
- Provide technical support to ALM's advocacy and communication team on how they can strengthen the social movement to end FGM/C
- Coordinate on/off-line training sessions, workshops, mentoring of grantee partners and other partners to ensure the efficient and timely implementation of programme activities

- Undertake a regular review of TGG grantee partners' capacity needs and conduct regular field visits in ALM Focal countries (Kenya, Ethiopia, Senegal and Somaliland) to provide technical support, capacity development, mentorship, or coaching
- Orient and coach ALM consortium partners and new team members on CS tools for use under the ALM Programme
- Provide input to the development of annual implementation plans, programme reports, and other key programme deliverables that contribute to the development of the programme's analytical products including research policy briefs, presentations, programme updates, environment scans, or newsletter articles, etc.
- Present regular updates on progress regarding the implementation of the programme's CS plans

### **Movement building and Partnership Management (25%)**

- Ensure that ALM's capacity strengthening, and movement building priorities are aligned with and advancing in ways that meet the needs of ALM's consortium partners and grantee partners, youth-led and women-led/girls-led organizations, grassroots civil society organizations, coalitions/networks/existing movements and other communities who are most directly impacted by FGM/C.
- At multiple levels, cultivate new and build on existing relationships with external partners, community leaders, and system stakeholders with an emphasis on building long term values-based relationships.
- Coordinate and implement activities to support ALM's role as member and convener of the Global Platform for Action to End FGM/C
- Support development and implementation of collective care, activist wellbeing and emotional/ mental health programme work and activities
- Lead and Chair relevant Working Groups on behalf of the consortium
- Create linkages with regional bodies, participating in regional forums to promote cross-border collaboration with other countries
- Support other ALM Staff in building skills to deepen strategic approaches to relationship building with allies and partners.
- Represent the consortium at relevant meetings and conferences, amplifying positive stories of change and learning from the programme
- Support in identifying and developing opportunities for ALM to engage at a global, regional and national level and map out potential resource leveraging platforms and opportunities as they arise

### **Adaptive Learning and Management (20%)**

- Work with the Head of MEL and programme MEL leads to monitor and evaluate the progress and impact of capacity strengthening and movement building interventions, ensuring 'Proof of Concept' can be demonstrated
- Spearhead adaptive learning, programming and management across the consortium, ensuring true learnings inform the adaptation of the programme

- Keep abreast of priorities, trends and relevant issues for the End FGM/C movement and other movements/coalitions, and share knowledge with team members and other internal and external stakeholders as appropriate
- Work closely with the MEL team to produce information, analysis and document evidence-based learning and tools in relation to capacity strengthening, movement building and related programme work and share knowledge and learning with team members and other internal and external stakeholders as appropriate
- Support the development of key research studies and evaluations
- Support the development of innovative and creative approaches to demonstrating impact and 'proof of concept'
- Conduct CS learning sessions/ coordinate peer exchange sessions for grantee partners on various technical areas

**Representing Options' and ALM's broader interests (5%)**

- In collaboration with others from Options, represent Options and / or ALM in meetings with current and potential new clients, partner organisations and at external events to raise Options' and the programme's profile.
- Support learning and knowledge sharing across Options' programmes, identifying opportunities for collaboration, sharing of resources, leveraging relationships, and raising awareness of Options' and consortium partner's experience and expertise.

**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
<b>Qualifications</b>		
Post graduate degree in relevant subject or equivalent professional experience	✓	
<b>Experience</b>		
At least eight (8) years of professional experience at the regional or/and international level, with proven ability to support delivery of capacity strengthening and movement building interventions, with experience in relevant African countries	✓	
Demonstrated experience in civil society, organizational capacity building, advocacy, movement building and development of knowledge products/toolkits (experience in Africa an asset);	✓	
Experience of developing and maintaining successful relationships and partnerships with a diverse range of organizations and consultants	✓	
Extensive experience in facilitating alignment and collaboration among consortium members, diverse groups of stakeholders and other relevant partners in multiple geographies	✓	
Significant experience working on gender, women's empowerment or ending FGM programmes and campaigns.	✓	
Experience of supporting country offices, building capacity and offering technical support	✓	
Experience in high profile representation	✓	
Grounded understanding of gender and inclusion attitudes and power dynamics, including why they exist and how they change, and how these attitudes and dynamics shape MERL methods and approaches		✓
Experience in fundraising / business development		✓
<b>Skills and attributes</b>		
Leadership, influencing and supreme diplomacy	✓	
Designing strategies for achieving results	✓	
Excellent presentation and communication skills, with the ability to inspire	✓	

Ability and willingness to travel	✓	
Knowledge of gender, social norms change, programming related to working towards eliminating harmful social norms.	✓	
<b>Other requirements</b>		
Strong understanding of, and personal commitment to international human rights, particularly 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	✓	