SENIOR OFFICER FOR
PARTNERSHIP AND
LEARNING
RECRUITMENT INFORMATION
INTRODUCTION TO THE ROLE

*Girls Not Brides* is seeking a Senior Officer for Partnership and Learning to lead, together with Regional Teams, the development and strengthening of National Partnerships and coalitions supported by the *Girls Not Brides* Secretariat which are working to end child marriage across the world.

The Senior Officer for Partnership and Learning identifies and responds to learning needs of National Partnerships and coalitions, including providing support for peer-to-peer learning and mentoring opportunities between National Partnerships. The successful candidate will lead the development and implementation of monitoring, learning and evaluation mechanisms for *Girls Not Brides* National Partnerships and coalitions to track their increased effectiveness as a movement and in influencing the wider ecosystem to end child marriage. They will contribute to strong knowledge management processes for National Partnerships, capturing and disseminating lessons learned and best practices.

This role sits within the Learning and Partnership Development Team, which works to support learning and knowledge sharing with and for members, including through building an understanding what works to end child marriage and support married girls. The successful candidate will work closely with colleagues across the Secretariat.

The successful candidate will have a track record of working with civil society organisations, especially on partnership and coalition building. Moreover, the candidate will have demonstrated experience in developing and delivering effective learning and knowledge sharing approaches, such as peer-to-peer learning, mentoring programmes and training.

**Job location**

London or Nairobi, with enhanced flexible working options

**Reporting to**

Head of Learning and Partnership Development
**Salary range**

£35,000-£42,000, depending upon experience, a generous benefits package including 10% pension contributions, and enhanced flexible working (for a role based in London – salary will be adjusted as appropriate for other locations)

**Contract**

Full time

**ABOUT GIRLS NOT BRIDES**

**Our history**

*Girls Not Brides* was initiated in September 2011 by The Elders, a group of independent global leaders working together to promote peace and human rights. *Girls Not Brides* was created as part of their efforts to bring more attention to the harmful practices that hold girls and women back, and to encourage and empower others to work collaboratively to end child marriage. *Girls Not Brides* became an independent charity in 2013.

**Our vision**

Our vision is a world without child marriage where girls and women enjoy equal status with boys and men, and are able to achieve their full potential in all aspects of their lives. Our vision challenges deeply embedded social norms that harm the lives of girls, women and their communities.

**Our work**

*Girls Not Brides* is the only global organisation uniquely focused on creating and sustaining a worldwide movement to end child marriage, and ensuring that this movement leads to tangible change for the girls at risk or affected by the practice. We are a network of over 1,400 civil society organisations in over 100 countries working in partnership to end child marriage.

Our member organisations are diverse. They vary in size, location and the type of work they do. They include programme implementers and service providers working directly in their communities, and groups focused on research and advocacy to concentrate global, regional and national attention on the problem. They include small community groups and large international non-governmental organisations.

In some countries, our member organisations have come together to form coalitions to end child marriage. They use collective engagement to consolidate their work and catalyse national action.

The secretariat rallies support to end child marriage and supports member organisations by:

- Nurturing relationships with multilateral institutions, media outlets, potential donors, UN bodies and academic institutions.

**Our core values**

- Inclusivity
- Integrity
- Pragmatism
- Collaboration
- Respect
- Determination
When *Girls Not Brides* was launched, the issue of child marriage was almost invisible for many, especially in global fora. A few determined organisations were working on the issue, but there was little scope for them to learn from one another, share resources or work together to increase their impact. Since then, we have made significant progress. Highlights include:

- The inclusion of a target to end child marriage in the post-2015 *Sustainable Development Goals*.
- Increased understanding of the range of approaches needed to address child marriage, and the role of different sectors, thanks to our *Theory of Change*.
- Work with intergovernmental bodies like the *African Union, South Asia Association for Regional Cooperation, the Commonwealth*, and the *Organisation internationale de la Francophone*.
- Increased work in Latin America and the Caribbean, with seven governments in the region committing to addressing child marriage.
- The development of national action plans to end child marriage in over 40 countries.
- The launch of the Girls First Fund, a multi-donor initiative to support community-based organisations working to end child marriage around the world. It initiated *VOW: To End Child Marriage*, an innovative fundraising initiative.
KEY RESPONSIBILITIES OF THE ROLE

Strengthening Girls Not Brides National Partnerships and coalitions

- Works with colleagues located in Africa, Asia and Latin America to identify and respond to the priority learning and organisational development needs of National Partnerships and coalitions to maximise the impact of partnership.

- Works to ensure Girls Not Brides’ approach to National Partnership work is context-specific, but also has appropriate consistency across countries – including in relation to safeguarding and other due diligence issues.

- In response to priority learning and organisational support needs, supports delivery of support from the Secretariat and other external partners including in relation to collective working, strategic planning, programme development, strategic advocacy, coalition management and communications.

- Identifies and brokers strategic advocacy and fundraising opportunities for National Partnerships and coalitions at national and international level in pursuit of furthering common objectives.

- Supports the delivery of Girls Not Brides’ youth engagement strategy and identifies ways for National Partnerships and coalitions to integrate young people effectively into their work.

- Works with Country Leads to develop, implement and monitor implementation of Country Engagement Plans.

- Acts as primary secondary liaison for a small number of Girls Not Brides National Partnerships and coalitions in selected countries, ensuring the cultivation of strong relationships between National Partnerships and the Girls Not Brides Secretariat.
Leads the development and dissemination of learning and knowledge sharing approaches and tools for National Partnerships and other networks/alliances, including facilitating peer-to-peer learning and mentoring

- Leads on developing and implementing effective and innovative learning and knowledge sharing approaches for National Partnerships and coalitions.
- Facilitates peer-to-peer learning and mentoring between National Partnerships and coalitions across different countries and regions.
- Leads the development and dissemination of learning and knowledge sharing processes, content of training workshops and tools for National Partnerships.
- Works with Regional Teams to identify and build strategic alliances with partners at country and regional level who can support effective delivery of learning and knowledge sharing initiatives.
- Works with other Secretariat staff to ensure global learning, data and evidence is taken up by National Partnerships and coalitions.

Contributes to the development of a strategic approach for Girls Not Brides’ work with National Partnerships

- Works with the Head of Learning and Partnership Development on the implementation of the National Partnership Strategy including expansion into new regions and areas of work.
- Supports the Head of Learning and Partnership Development in developing new engagement models for National Partnerships and coalitions in line with the Global Partnership Strategy 2021-2025, including expansion of National Partnerships and ensuring sustainability of National Partnerships and coalitions.
- Supports the learning and development of new approaches to support movement building, including synthesising lessons learned from other movements working on relevant issues.

Leads on the monitoring, evaluation and learning from Girls Not Brides National Partnerships and coalitions

- Works closely with the Impact and Delivery Manager to lead the development and implementation of MEL systems to track impact of Secretariat’s support for National Partnerships and the effectiveness of National Partnerships and coalitions at the national, regional and global level.
- Tracks progress against specific indicators for National Partnership work and within the Girls Not Brides MEL framework.
- Directly develops and supports the documentation of best practice/lessons learned from National Partnerships – e.g. via case studies, reports.
- Helps to ensure that National Partnerships are learning from each other and sharing information regularly.
Wider responsibilities of Girls Not Brides team members

- Commit to the mission and vision of Girls Not Brides, putting these at the forefront of all planning, work and actions.
- Uphold the core values of Girls Not Brides in all areas of work and interactions with colleagues, members, partners and other stakeholders.
- Comply with Girls Not Brides policies and processes, with particular note for safeguarding, the code of conduct and data protection.
- Ensure that internal databases and monitoring information are kept fully up-to-date.
- Commit to ongoing personal development and learning.
- Fulfil any other reasonable requests for the advancement of Girls Not Brides.
PERSON SPECIFICATION

Essential

- Considerable experience of working directly with civil society actors, including experience of engaging with coalitions, alliances or networks.
- Experience and understanding of the key concepts of partnership and movement building, including supporting partnership building remotely.
- Ability to build strong relationships while working remotely with civil society organisations.
- A sound understanding of learning and knowledge sharing approaches and tools, including online learning and peer-to-peer learning and mentoring.
- A sound understanding of the policy and advocacy dynamics around gender and/or youth/child rights in an international context, including an understanding of some of the key players in these fields.
- Excellent English and French language skills.
- Excellent written and oral communication skills, including the ability to work with a diverse range of actors from different cultural contexts.
- Confident networker and ability to represent Girls Not Brides at high level events.
- Willingness to travel internationally – sometimes at short notice.

Desirable

- Proficiency in key languages of Girls Not Brides, such as Spanish, French or Arabic.
- Knowledge of youth engagement best practice/direct experience of working with young people.
- Experience of developing online learning tools and resources (e-learning).

Safeguarding

Girls Not Brides is committed to safeguarding all children, young people and adults at risk with whom our staff and representatives work and interface. Any employment with Girls Not Brides may be subject to the satisfactory completion of a background check and a criminal records check which can include but is not limited to: an overseas police record check, a Disclosure and Barring Service Check (for those based in the UK) or an International Criminal Record Check (if applicable).
HOW TO APPLY

We are an equal opportunities employer and we welcome applications from all suitably qualified persons.

To apply, please send your CV and a brief cover letter demonstrating how you meet the criteria for this position to recruitment@GirlsNotBrides.org by 23:00 GMT on 20 December 2020 clearly stating “Senior Officer for Partnership and Learning” and your name in the subject line.

Interviews will take place via Zoom in early 2021.

We regret that due to the large number of applications anticipated, only shortlisted candidates will be contacted.