DIRECTOR OF LEARNING AND REGIONAL IMPLEMENTATION RECRUITMENT INFORMATION
INTRODUCTION TO THE ROLE

Girls Not Brides: The Global Partnership to End Child Marriage is seeking to appoint an outstanding individual to the role of Director of Learning and Regional Implementation.

The successful individual will report to the CEO and lead and manage Girls Not Brides’ learning, regional implementation, and monitoring and evaluation. They will ensure that the Girls Not Brides secretariat and Partnership benefit from a thriving learning environment and help to bring about social change to end child marriage in high-prevalence countries. They will also contribute to broad organisational leadership and strategic development.

Job location
Global

Reporting to
Chief Executive Officer

Salary range
£70,000-£78,000 depending on experience, plus a generous benefits package. This is based on 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.
- Convening member organisations and other key partners (such as UN agencies, donors, governments and academics) to address important questions, such as how to measure progress towards ending child marriage.
- Supporting the development of a shared understanding of promising approaches to end child marriage.

Our core values

- Inclusivity
- Integrity
- Pragmatism
- Collaboration
- Respect
- Determination
• Building relationships with organisations and alliances working in different sectors to ensure that child marriage is integrated into their work.

• Sharing global and regional policy developments with member organisations and spearheading collective advocacy to include child marriage in development and human rights frameworks.

• Increasing visibility and understanding of the impact of child marriage, and amplifying local and global efforts driven by member organisations to end the practice.

• Ensuring member organisations are equipped with the necessary tools and information to strengthen their work.

• Facilitating collective action by member organisations at the global, regional and national levels.

Our impact

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

Strategic planning

- In consultation with all relevant staff, the Partnership and external stakeholders, lead the development and implementation of an organisational evidence and learning strategy which translates evidence into strategic work at the country level and informs global and regional efforts to end child marriage.

Learning and evidence

- Working closely with the Head of Learning and Partnership Development, review Girls Not Brides’ approach to evidence and learning, and work with relevant teams to develop and refine our learning and capacity development offer to our members.
- Ensure learning is disseminated and translated into advocacy and programmatic work at the regional and country level.
- Oversee the implementation of the Girls Not Brides and UN Global Programme Global Child Marriage Research to Action Network to ensure a harmonised global learning agenda on child marriage, and a more equitable ecosystem of learning between northern and southern partners.
- Work with the Regional Heads, the Head of Learning and Partnership Development and the Director of External Engagement to assess relevant learning needs within the Girls Not Brides Partnership, and opportunities for strategic partnerships to increase impact of work in this area.
- Lead strategy on sectoral engagement including on work with the education and humanitarian sectors.
• Oversee the development of robust Monitoring, Evaluation and Learning Plan and mechanisms to measure the effectiveness and impact of the Global Partnership.

Regional and country engagement

• Work with the CEO and regional teams to design and develop regional strategies and integrate their work into Girls Not Brides’ wider strategic plan.
• Oversee the regional teams’ implementation of regional and country strategic plans and leadership around our accelerator and active engagement approach.
• Support regional teams in developing Country Engagement plans which respond to systematic assessments of the effectiveness of the movement in country and opportunities to influence national policies and programmes to end child marriage.
• Work with the Director of External Engagement and regional teams to develop strategies that strengthen our partnership engagement and learning across the Partnership, and to ensure that our Partnership’s work is coordinated with and – where appropriate – amplified by other actors working to end child marriage.
• Support regional technical assistance and learning requirements by working with regional heads to convene learning for our members and partners.
• Work with London-based team members to ensure that support for regional teams is streamlined and strategic.

Partnership and membership development and support

• Work with relevant staff members to review and implement Girls Not Brides’ approach to partnership development, technical assistance and capacity development.
• Work with the relevant teams to oversee the development, refinement and implementation of a partnership development framework which defines how we manage membership growth, capacity development and broader partnership development.
• Oversee the cultivation of Girls Not Brides’ membership base, with particular attention to increasing engagement of broader sectors such as education, HIV, human rights and broader Sexual and Reproductive Health Services (SRHS) Leaders and stakeholders.
• Support the Head of Learning and Partnership Development and regional teams oversee the development of Girls Not Brides’ approach to National Partnerships development.

Organisational responsibilities

• Contribute to broad organisational leadership and strategic development, as a member of the Senior Leadership Team.
• Provide relevant information, analysis and recommendations to the CEO and the Board of Trustees.
• Line manage roles and consultants within the learning and regional team functions as necessary, delegating responsibilities and tasks as appropriate.
• Oversee the relevant team budget in consultation with the CEO, budget holders and the finance lead.
• Support proposal development for restricted and unrestricted grants including in relation to learning and regional implementation.

• 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 experience**

• Significant professional experience in a similar senior-level role in the not-for-profit sector, an international/intergovernmental organisation or a social enterprise.

• Extensive senior-level experience in a field such as public policy, development studies, international relations, human rights or gender issues plus extensive relevant professional training.

• Relevant professional experience using research and evidence to encourage changes in programmes and policies.

• Experience of overseeing the development of publications and other resources for different audiences, translating complex information into accessible products and writing to a high level of quality and persuasiveness.

• Experience of successfully managing remote and geographically dispersed staff.

**Essential skills and knowledge**

• Advanced ability to work across disciplines, building successful relationships with partners, academics, policy-makers, programme implementers and advocates.

---

**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).
- Ability to build and maintain strong relationships and communicate effectively, both internally and externally.
- Highly skilled people manager who can effectively line-manage, support and promote staff development.
- Excellent project management skills including sound understanding of delivery and impact assessment processes.
- Strong understanding of different types of research and evidence, and how to assess quality, weaknesses and gaps in research.
- A keen eye for accuracy and attention to detail.
- Ability to deal with competing demands, multiple priorities, time constraints and unanticipated events.
- Excellent written and spoken English.

**Essential values and attributes**

- Strong commitment to the mission and values of *Girls Not Brides* and our vision in relation to addressing child marriage and the empowerment of girls and women.
- Proactive and able to confidently take initiative and make appropriate decisions.
- Willingness to work flexibly and regularly travel internationally, as necessary.

**Desirable**

- Post-graduate qualification in a relevant area such as public policy, development studies, international relations, human rights or gender issues.
- Proficiency in key languages of *Girls Not Brides*, such as Arabic, French, Portuguese or Spanish.

**Data protection**

Protecting your personal data is of the upmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

Perrett Laver is a Data Controller and a Data Processor, as defined under the General Data Protection Regulation (GDPR). Our legal basis for much of our data processing activity is ‘Legitimate Interests’. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website [http://www.perrettlaver.com/information/privacy-policy/](http://www.perrettlaver.com/information/privacy-policy/).
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 covering letter detailing how you fulfil the role description and personal specification to [https://candidates.perrettlaver.com/vacancies/](https://candidates.perrettlaver.com/vacancies/) quoting reference 4941. The deadline for applications is Monday 11th January 2021 at 9am GMT.

The role can be based in London or anywhere that Girls Not Brides operates and the salary is commensurate with the seniority of the appointment.