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| **TITLE:  Chief of Party (Director)** | |
| **TEAM/PROGRAMME:** Education Consortium | **LOCATION:** Bangkok, Thailand |
| **GRADE**: INT-2 | **CONTRACT LENGTH:**2 years with option for extension |
| **CHILD SAFEGUARDING:**  Level 3:  the post holder will have contact with children and/or young people *either* frequently (e.g. once a week or more) or intensively (e.g. four days in one month or more or overnight) because they work country programmes; or are visiting country programmes; or because they are responsible for implementing the police checking/vetting process staff. | |
| **ROLE PURPOSE:**  As a multi-donor funded programme, the programme partners with selected complimentary education providers to strengthen their capacity to deliver and sustain good quality learning opportunities for children considered to be hard-to-reach in Myanmar. Applying a ‘systems-strengthening’ approach, the programme provides funding, coordination, technical assistance and research across different complementary education systems to promote continuous improvement of education services. The programme works with its partners, established education providers, to place an emphasis on developing the quality and inclusivity of education in Myanmar, including improved learning outcomes; and with a broader range of diverse stakeholders to address key barriers for the achievement of equitable education. In line with its current 2021-25 programme strategy, the overall aim for the programme is that children facing barriers to learning access education services that meet their learning and well-being needs.  The Chief of Party (CoP) will build strong relationships across development partners and ethnic, religious, and civil society leaders to embed understanding of political and conflict dynamics in the programme team and approach, to build trust between stakeholders and to advocate for positive change. The education consortium is built on strong partnerships with local partners to develop practical and innovative programmes, to support local leadership and to strengthen partner education systems. The successful candidate will need to be able to manage a complex organisation; promoting a culture of learning and being able to adapt to changes in the operating environment. The programme is supported by a Deputy Chief of Party, Programme Operations and Directors of Education, Partnership and Programme Support, Strategy Policy, Planning and Learning, and Evidence and Information Management. Experience in education programming will be a distinct advantage, but is not a pre-requisite. Experience of working in the Myanmar context is strongly preferred.  The CoP will be responsible for the effective and efficient implementation of the programme, including a budget of approximately $20 million/year and the management of a predominantly national team of 71 people. The CoP reports to the Steering Committee, which includes donor and fund manager representatives and is responsible for strategic oversight of the programme. The programme is hosted by Save the Children and funded to end in May 2028, with additional donor grants anticipated to be extended to at least 2029. To inform decision making, a strategy review is in progress and will set the future direction of the programme from 2025-2029. | |
| **SCOPE OF ROLE:**  **Dimensions**: Strategy and leadership, political engagement and change management  **Direct Reports**: Deputy Chief of Party, Programme Operations; Education Director; Partnership & Programme Support Director; Strategy, Policy, Planning & Learning Director; Evidence & Information Management Director | |
| **KEY AREAS OF ACCOUNTABILITY :**  **Strategy and Leadership**   * Lead the overall strategic direction and implementation of the programme,; identifying opportunities, promoting growth and maintaining the position of the consortium as a leader in the field. This includes leading the process of strategic review and visioning to make recommendations to the Steering Committee on future direction. * Accountable for the effective governance and management arrangements, leading regular meetings with the Steering Committee and ensuring they engage with and support the programme. * Represent the consortium with existing and potential donors, raising the profile and securing additional funds for implementation against the existing strategy and support for the programme beyond the current strategic period (Phase 3) * Lead the management team, including holding regular senior management meetings and engaging national staff and partners in programme strategy and decision making. * Build a strong team culture, cooperative team dynamics and professional development opportunities to retain a highly motivated and skilled team. * Promote a culture of national staff empowerment, including identifying and supporting pathways for national staff to take on increasingly senior roles. * Ensure that the team is appropriately resourced and structured to effectively deliver the programme.   **Facilitating Stakeholder Engagement and Transformational Change**   * Build strong relations with ethnic, religious and civil society leaders and organisations, and other key stakeholders within the sector to build trust and promote collective action to address barriers to quality education in complementary systems. * Lead the ongoing process of political economy and conflict analysis, ensuring that the programme is grounded in a sound understanding of political reality and conflict dynamics, actively engaging with context to support local stakeholders to work together for positive change, and ensuring that the programme is able to respond to changes in the operating environment. * Engage directly in policy discussions and stakeholder dialogue, facilitating stakeholders to find common ground and find practical ways to overcome challenges. * Represent the consortium within the education sector, building strong awareness of the programme and key issues on complementary education, and building collaborative relationships with other development partner programmes. * Build strong networks with other education, governance and peace building organisations and experts, to ensure that the programme is able to access specialised support, and respond to emerging opportunities.   **Programme Management**   * Responsible for overall programme development, administration, and supervision of the programme. * Lead collaborative programme planning and coordination across teams to ensure effective collaboration, programme approaches, activity planning and communication. * Maintain oversight over core functions of the programme education systems strengthening approaches, partnership approaches, programme monitoring, evaluation, accountability and learning, policy engagement and advocacy, communications, finance and grants management. * Ensure staff adhere to the programme’s partnership values and principles, promoting a partnership approach that takes full advantage of the roles, knowledge, skills, reach, and experience that each partner and the programme offer each other and promotes partner influence in decision-making, supporting positive changes, and reinforcing sustainability beyond the programme. * Ensure that key programme approaches – conflict sensitivity and peace building, innovation and learning, iterative adaptation, thinking and working politically, child safeguarding, gender equality, disability and social inclusion are integrated into the programme. * Ensure that the programme has an appropriate operational platform and policy framework to operate, actively analysing and managing risks. * Lead management recommendations for the programme’s strategic direction for presentation to the Steering Committee. * Ensure programme teams and partners are implementing project activities according to the agreed annual operating plans to the extent possible within the context. * Maintain oversight of performance and delivery and ensure timely quality reporting on performance to the Steering Committee. * Ensure donor compliance requirements are met. * Oversight of the programme budget, including budgetary planning and monitoring. * Oversight of the risk management process. * Oversight of strategic planning processes. | |
| **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 | |
| **QUALIFICATIONS, EXPERIENCE AND SKILLS**  **Essential**   * At least 12 years' senior leadership experience in the field of international development, at least five years of which should have been based in developing countries * At least five years’ Chief of Party/ Team Leader / Director experience * Master’s degree in education, international development, management or other relevant subject * Demonstrated experience working in partnership with local organisations and supporting localisation / locally-led development * Demonstrated experience in building relations, finding common ground and influencing different stakeholders including government, non-state actors, civil society and development partners * Excellent leadership and management skills in a complex organisational setting with proven track record of people and team management and a proven ability to forge consensus and drive action. * Ability to lead strategic development and experience in implementing systems strengthening approaches. * Ability to effectively promote a learning culture within an organisation * Experience managing large grants-based programmes * Excellent interpersonal and communications skills   **Desirable**   * Experience of managing large education programmes * Experience leading multi-donor funds * Experience of working with the major institutional donors * Experience working in Myanmar or elsewhere in South East Asia * Knowledge of key issues and strategies in support of mother-tongue-based multi-lingual education (MTB-MLE) and the improvement of learning outcomes * Experience with complementary education systems programming | |
| **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. | |
| **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. | |