**Head of Global Partnerships and Learning**

**Job description and person specification**

**Hours:**  Negotiable between 30 hours and 37.5 hours per week worked over a minimum of four days. We are happy to consider flexible working arrangements and invite job share applications. Some out of hours working will be required for which TOIL will be given.

**Location:** Negotiable but the postholder must be resident in the UK with the right to work in the UK. Office is in Vauxhall, London. Post can be worked as office based or a mixture of office/remote working. Ability to attend meetings at the office on a regular basis is essential. Due to the nature of the job some international travel is required.

**Duration:** two-year contract.

**Salary:** £42,000 pro-rata (£33,600 for 30 hours a week) plus 5% pension contributions. Cost of living increase due April 2023

**Line management**: Reports to the Director, manages the Senior Global Partnerships and Learning Officer, Research and Projects Officer and any paid interns working in the Global Partnerships and Learning team.

**To apply please complete and return the application form to** [recruitment@wbg.org.uk](mailto:recruitment@wbg.org.uk) **by 9am on Monday 14th November. Please title your email Head of Global Partnerships and Learning Application.**

If you have any questions about the role, or if you feel you could succeed in this role but are unsure if you meet all the role requirements, please contact our Director Mary-Ann Stephenson at [maryann.stephenson@wbg.org.uk](mailto:maryann.stephenson@wbg.org.uk) for an informal conversation.

**Interviews will be held Monday 21st November**

## About us

The Women’s Budget Group (WBG) is an independent network of leading academic researchers, policy experts and campaigners.

For over 30 years we have been analysing economic policy for its gender and other equalities impacts and developing and promoting polices that will increase equality. We work to influence policy debates ourselves and to build the capacity of women’s organisations and other equality groups to influence debates on their own behalf.

Over the last 18 months the WBG Global Partnerships and Learning programme has worked to support civil society organisations around the world to scrutinize government policy and budgets with through training and capacity building partnerships, global advocacy, and research with the aim of furthering policies that promote gender equality.

Funding for this work has been secured for a further two years and we are now seeking a new Head of Global Partnerships and Learning to build on our success so far and lead the project to the next stage of its development.

This is a great opportunity to play an active role in developing WBG’s international work. We are looking for someone who enjoys working as part of a small, committed team, with excellent strategic, communication, organizational and interpersonal skills. You will have experience of working to promote gender equality at an international level, project and staff management and working with women’s civil society organisations in the development sector. A commitment to the aims and values of the Women’s Budget Group and Global Partnership and Learning programme are essential.

*WBG is committed to diversity and inclusion. We use positive action under section 159 of the Equality Act in relation to disability or race. This means that if we have two candidates of equal merit in our process, we will seek to take forward the disabled or Black, Asian, and Minority Ethnic candidate in order to diversify our staff team.*

**About Global Partnerships & Learning Programme**

Under the GPL programme we develop collaborative partnerships with civil society organisations around the world. Drawing on our 30+ years of experience, our intention is to work with organisations to support them in engaging effectively in dialogue with their governments to develop policies and allocate resources in ways that improve the lives of women, with an emphasis on the most marginalised women. We do this through bespoke training and capacity building sessions, which are tailored to meet the specific needs of our partners. In this programme, we seek to work based on values of **collaboration**, **flexibility**, **sustainability** and **solidarity**.

**Programme aims**

* Local and national government officials are able and willing to develop and deliver policies that will promote a gender-equal economy based on care for people and planet.
* Governments increasingly embed a caring economy approach to their economic Covid recovery plans
* Civil Society Organisations influence economic policy on issues that affect the lives of the women they are advocating for.
* Women’s and civil society organisations around the world have increased understanding, capacity, and technical knowledge of how to carry out gender and other equalities analyses of economic policy
* Women’s and civil society organisations around the world have increased capacity and competence to engage in dialogue with their governments to develop policies and allocate resources in ways which improve the lives of women, particularly the poorest and most marginalized women

**Job description**

Work with the Director and members of the GPL team to develop and deliver a two year strategy to achieve the aims of the project

Lead on the development and delivery of training and capacity building partnerships

Lead on the development of a programme of international research, in co-ordination with the Head of Research and Policy

Lead on building and maintaining relationships with key individuals and groups in order to build a network of international allies for WBG. Lead on international advocacy work, in co-ordination with the Head of Communications and Public Affairs.

Identify opportunities to develop partnerships and expand the reach of the programme

Ensure that WBG remains up to date with international developments in gender responsive budgeting.

Represent the Women’s Budget Group at conferences, meetings workshops and other public and private events with key stakeholders.

Manage the Senior Project Officer and Project and Research Officer and any interns working in the GPL teams

Monitor progress of work against the objectives of the Global Partnership and Learning Project

Provide regular updates and reports to the WBG Director and Board

Work with the Director and members of the GPL team to provide reports to any relevant funders.

With the Head of Research and Policy, Head of Finance and Organisational Development and Head Communications and Public Affairs support the Director in developing overall strategy for the organisation and contribute to the work of the senior management team.

**Ad-hoc Responsibilities**

* Participate in WBG team meetings and meetings of the WBG Board as required
* Undertaking any other duties falling within the scope of the project.
* Undertake own administration.

**Person specification**

**Essential**

Project management

Experience of designing, delivering and managing projects with multiple partners

Experience of monitoring, evaluation and reporting against project objectives

Capacity building

Proven track record in developing and delivering effective training and capacity building projects, preferably at the international level

Track record in participatory training and capacity building

Gender Equality in development or human rights context

A thorough understanding of the links between gendered economic inequality and other intersecting inequalities to the marginalization of women in society

Experience of working on gender equality in an international development or international human rights setting

Relationship building

Track record in influencing and building relationships with a wide range of stakeholders

Experience of working in international partnerships

Communications

Excellent written and oral communication skills for a range of audiences

Ability to communicate to a diverse range of audiences with cultural sensitivity

Management and interpersonal skills

High degree of self-motivation, ability to work independently with minimal supervision, ability to meet tight deadlines and work under pressure in a small team environment

Demonstrable leadership and team-working skills, including ability to motivate and support others, and willingness to ‘pitch in’ at all levels of work.

Commitment to WBG’s work

Demonstrated commitment to women’s rights, an understanding of how intersecting inequalities affect different women and commitment to the values of WBG

**Desirable**

Knowledge of feminist approaches to economics and gender responsive budgeting in particular.

Experience of communicating complex policy ideas in an accessible manner.

Experience of working with international media outlets.

Experience of working within the women’s voluntary sector in a campaigning, advocacy or influencing role.

Understanding of intersecting structural oppressions. We value lived experience and understand that this may increase an individual’s understanding of structural oppression.

**WBG Values and Principles**

**Values**

*Human rights*

We will ensure that we work in line with the sort of society we want to see; based on substantive equality and respect for human rights, where care is valued and shared and which allows everyone to live in dignity, reach their full potential and fully participate.

*Feminism*

The Women’s Budget Group is a feminist organisation. We recognise that sex-determined social roles have given rise across the world to a variety of forms of patriarchal society in which access to work, resources, assets, and income is determined largely by a hierarchy of imposed gendered roles, with men having greater rights, entitlement, and opportunity to access resources than women.

*Intersectionality*

We recognise that gendered structures of inequality intersect with other structures of inequality including those based on class, race, disability and so on. While our primary focus is on gender equality, we will reflect the intersectional nature of inequality in our work.

**Principles for our work**

*Partnership*

We believe that we can achieve more with others than we can alone and will work in partnership with organisations and individuals who share our aims and values. We will play an active role within wider feminist movements both in the UK and internationally.

*Expertise and learning*

We will ensure our work is academically robust, that our analysis and policy proposals are evidence based and that we are always open to learning as an organisation. We recognise that expertise, knowledge and opportunities to learn come in many forms and include front line and lived experience as well as academic research.

*Diversity*

We believe that diversity of backgrounds and perspectives strengthens our work, and we will actively seek to promote diversity at all levels within the organisation.

*Pluralism and Respect for difference*

WBG is an organisation that brings together people with different views, perspectives, and experiences. We are committed to open discussion based on respect for these differences and believe that honest and respectful dialogue where all views can be heard is the best way to ensure robust analysis and policy making in the WBG and wider society.

*Integrity*

WBG will work in an open, honest, accountable, and transparent way with staff, volunteers, members, and other stakeholders.

*Political Independence*

WBG does not affiliate to or support any political party. We seek to influence all parties to adopt policies that promote women’s equality, gender budgeting and feminist economic principles.