



GLOBAL TECHNICAL LEAD- INCLUSIVE QUALITY EDUCATION

Plan International is an independent development and humanitarian organisation that advances children's rights and equality for girls. We believe in the power and potential of every child. But this is often suppressed by poverty, violence, exclusion and discrimination. Working together with children, young people, our supporters and partners, we strive for a just world, tackling the root causes of the challenges facing girls and all vulnerable children.

We support children's rights from birth until they reach adulthood. And we enable children to prepare for – and respond to – crises and adversity. We drive changes in practice and policy at local, national and global levels using our reach, experience and knowledge. We have been building powerful partnerships for children for 80 years, and are now active in more than 70 countries.

As part of the Plan International Federation, the BIIFES consortium (offices of Belgium, Ireland, Italy, France, Spain and Switzerland) has committed to taking the Stewardship of Plan's Inclusive Quality Education Area of Global Distinctiveness, one of the organisation's six thematic foci. As part of this Stewardship, the consortium will recruit and manage a Global Technical Lead for Inclusive Quality Education to lead the federation on this Area of Global Distinctiveness.

Purpose of this position:

- Work with other parts of Plan International to ensure a vibrant network for **Inclusive Quality Education**
- Facilitate, in interaction with the network, the identification of relevant and well-focused priorities under the Area of Global Distinctiveness that help to fulfill Plan International's global strategic ambitions
- Facilitate for these priorities, and in interaction with the network, the development of gender transformative, innovative, and effective technical responses and methodologies, which build on Plan International's global programme & influence approach and theory of change
- Develop effective relationships with and across Plan International's offices to test and scale up developed approaches and methodologies, and mobilize the diverse resources needed for this purpose

Responsibilities:

- Facilitate an effective network for the Area of Global Distinctiveness, which will include sub-groups, communities of practice or collaborative initiatives within and between networks across all Plan International federation entities (NO, RO, CO & International HQ)
- Coordinate effective Core Group to support and lead the technical Network from across the organization including agreeing a clear Terms of Reference for the Network in participatory manner
- Connect members of the network with different Plan entities across the federation to support optimization of expertise and appropriate technical and human resources
- Lead on the identification and coordination of the development, testing, and scaling up of programme standards, technical approaches and methodologies (Programme Models) for key priorities identified for Inclusive Quality Education
- Establish and monitor an annual plan and budget that supports the implementation of Plan International's global strategic intent and focus of the Area of Global Distinctiveness; and

that rallies technical and financial resources from across the organization around most critical pieces of work

- Generate learning from our work and disseminate knowledge and promote good practice;
- Establish and maintain an overview of our portfolio and the key partners, networks and movements we engage with across the organization
- Support global influencing efforts, campaigns and initiatives, including through representation of Plan International externally
- Proactively seek collaboration with other networks and communities of practice within Plan to promote integrated programming and influencing; and outside of Plan to ensure synergies and effective partnerships
- Promote synergies, commonalities and cooperation between development and humanitarian technical resources
- Maintain an overview of Plan's technical staff and collective technical capacity related to the area of global distinctiveness, identify in collaboration with global Human Resource department partners key development initiatives to strengthen technical capacity and help identify people and resources to meet short-term technical needs of offices
- Work with the Head of Programme Excellence and other global technical leads to establish regular participatory performance evaluations of the network involving users and members and producing annual performance reports;
- Monitor the performance of the network vis-à-vis jointly agreed upon milestones and indicators and initiate action to improve where and when necessary
- Lead and advise the organization on the overall strategic development and direction of Plan's global programme & influencing focus and approaches, in-line with the organisation's global purpose, theory of change, and strategy in order that Plan International is a leader in the relevance, excellence, and impact of its programme & influencing work worldwide
- Manage a part-time Network Administrator for the Inclusive Quality Education Network

Job Requirements :

Knowledge:

- Expertise and demonstrable experience of a senior leadership role in the area of Inclusive Quality Education
- *Alternatively* At least 10 years' experience working in the development/humanitarian sector on Inclusive Quality Education, with significant field-based programming and management role
- Knowledge and experience in rights based programming and influencing
- Knowledge of human rights, child rights, girls rights, inclusion and gender equality
- Knowledge and experience in programme and influence design, monitoring & evaluation, learning and knowledge management

Skills:

- Excellent skills in collaboration, facilitation and teamwork
- Ability to motivate and coordinate a diverse group of technical experts across a federated organization without direct management responsibility
- Influencing and representation skills and experience
- Excellent skills in writing for technical and non-technical audiences
- Management skills and experience
- Strong people management skills: leader of leaders, empowering, coaching, nurturing and developing
- Experience in managing international network
- Fluency in English, and, one of either French or Spanish desirable.

Behaviours:

- Uses evidence-based results to make choices and drive change
- Committed to work, taking initiative to be innovative and creative to achieve results
- Has the courage to challenge the status quo, to question the way we work
- Strives for high quality in all they do, respecting deadlines, working continuously to improve performance
- Team player and ability to manage international network with colleagues fulfilling different roles on different continents
- Takes responsibility for their actions, and learn from their successes and failures
- Uses resources as intended, and can account for how they have been used
- Supports gender equality and diversity, and challenges forms of inequality or harassment
- Encourages children, young people, partners and colleagues to be meaningfully involved in decisions that affect them
- Creates an environment where children, young people, partners and colleagues are supported and safe
- Actively seeks win-win partnerships and finds common ground. Helps the team to achieve their goals
- Helps colleagues and partners do their work and asks for help. Provides space for colleagues, teams and partners to grow
- Listens to and understands views of colleagues and partners. Draws on their experience to ensure high quality work
- Upholds and demonstrates Plan International's values and behaviors

Type of role: Two years fixed term contract (contracting to be carried out according to HR policy and legislation of hosting office)

Location: Option of Dublin, Brussels, Madrid, Paris

Closing Date: March 30th, 2018

To apply for this opportunity, please send your resume and a cover letter to recrutement@plan-international.fr quoting reference **BIIFES**