Director of Impact and Engagement

Candidate Information Pack
Hello!

Thank you for your interest in the position of Director of Impact and Engagement. This is a new role for Elrha and one that presents an extremely exciting opportunity to lead us into our next stage of growth.

This year we are embarking on the work to develop an ambitious new strategy for our organisation, and we are looking for an exceptional leader to join our team at this inspiring time.

The role has four areas of responsibility to shape and accelerate our journey to impact:

- Drive the strategic direction of Elrha’s work to maximise impact and optimise resources
- Develop Elrha’s influence within the global humanitarian system to expand our impact
- Strengthen Elrha’s external recognition within the global humanitarian system
- Inspire, lead and develop our high-performing teams

Read on for more information...
Introduction from Jess Camburn, CEO

“I am really excited by the opportunity to bring an exceptional new leader into our organisation, at a moment of transformation for Elrha. Over the years we have built a world class programme of work that has championed research and innovation as a driver for change in the humanitarian system. We have achieved great results and are very proud of our record to date, but we want to do much more! This year we will be working to develop a new strategy to take our organisation into the future. We expect the new strategy to align our whole organisation towards amplifying and accelerating the impact of our work, making sure we deliver results where it matters most.

We have a highly talented, creative and ambitious team at Elrha and I am looking for someone who will relish the opportunity to work within our dynamic culture. The right person will bring their own experience and vision to our Leadership group and be ready to engage with ideas and thinking from across the organisation.

We know that serious and responsible investment in research and innovation can bring transformational solutions to the challenges faced by those living in humanitarian contexts. I cannot wait to work with our new Director of Impact and Engagement to make that vision a reality.”
About Elrha

Elrha is a globally recognised leader in humanitarian research and innovation. Our programmes have supported a wide range of high-quality projects which are delivering exciting results. We know that with the quality of our work, our talented team and our world-class network of advisors and partners, we are now positioned to achieve even greater impact on the issues we care about.

Humanitarian needs continue to rise. An estimated 274 million people will likely need access to humanitarian assistance and protection in 2022 - that’s one in 29 people worldwide.

The COVID-19 pandemic continues to affect communities globally. Extreme poverty has risen for the first time in more than 20 years, and the full impact of the economic fallout has yet to be seen. With aid budgets failing to keep pace with need, the humanitarian sector needs new ways of working.

Our focus on research and innovation enables a deeper understanding of the issues and builds a robust evidence base to support more effective decision making which will ultimately save lives.

Our mission is to improve humanitarian outcomes through partnership, research and innovation. Our vision is a world equipped to mitigate the impact of humanitarian crises.

Our guiding principles are:

- Improving outcomes for people affected by crisis is at the heart of our work.
- People have a right to quality humanitarian response that is informed by robust evidence.
- Research and innovation should always be undertaken within a responsible and ethical framework.
- Evidence must be made widely available and accessible to achieve the greatest possible impact.
- Collaboration and partnership, including with people affected by crisis, improves the quality, impact and uptake of research and innovation.
- Creativity, exploration and informed risk-taking is crucial to learn and bring about change.
Our programmes:  
Research for Health in Humanitarian Crises (R2HC)

Research for Health in Humanitarian Crises (R2HC) aims at improving health outcomes for people affected by humanitarian crises by strengthening the evidence base for public health interventions.

The globally recognised R2HC programme focuses on maximising the potential for public health research to bring about positive change in humanitarian response and helps inform decision-making in humanitarian contexts. Since it was established in 2013, more than 90 studies have been funded across a range of public health fields.

Research teams funded through the R2HC comprise experts with diverse knowledge and skills. Each team includes academics, humanitarian practitioners and research uptake specialists from the Global North and Global South to ensure greatest potential for research findings to inform policy and practice. The R2HC is exploring understanding of which approaches work best to influence key stakeholders.

The Head of R2HC works closely with the Humanitarian Health Research Adviser, Research Impact Manager and Portfolio Manager, with two Senior Programme Officers supporting the programme.
Humanitarian Innovation Fund (HIF) improves outcomes for people affected by humanitarian crises by identifying, nurturing and sharing more effective, innovative and scalable solutions.

The HIF is a globally-recognised programme leading on the development and testing of innovation in the humanitarian system. Established in 2011, it was the first of its kind in leading the way in funding, supporting, and managing innovation at every stage of the process.

The HIF’s portfolio of funded projects has informed a more detailed understanding of what successful innovation looks like, and what it can achieve for the humanitarian community. This work is leading the global conversation on innovation in humanitarian response.

The Head of the HIF Programme is supported by two Senior Innovation Managers who lead innovation teams with responsibility for strategic development and operational delivery across the HIF’s focus areas: Inclusion, Water Sanitation and Hygiene (WASH) and Gender Based Violence (GBV) within the ‘thematic’ team, and locally-led innovation, skills building and scale within the ‘ecosystem’ team. The Portfolio Manager and two Programme Officers support the grant management process of the HIF.
Our flagship research and policy project: Global Prioritisation Exercise (GPE)

Elrha’s 2016/17 Global Mapping Report highlighted fundamental gaps in our knowledge about the way humanitarian research and innovation operates. For example, we do not know how much is spent on which areas of research and innovation, and most funding currently goes to researchers and innovators in the so-called ‘Global North’, far from the vital experience and insight of communities affected by crises.

The GPE aims to increase the impact of humanitarian research and innovation investments for communities affected by crises in the following ways:

- revealing investment trends and activities in humanitarian research and innovation, and highlighting successful examples of the investment
- identifying what humanitarians and communities affected by crisis believe are the most pressing areas for investment
- supporting the development of coordinating mechanisms that enable multiple actors to align their activities against identified needs.
Our external profile:  
Policy Engagement and Communications

The Policy Engagement and Communications (PEC) team is a central strategic function of Elrha. It leads on building our external profile and influence, extending our reach and audience engagement and by supporting our research and innovation work to have its widest impact.

The Head of Policy Engagement and Communications leads a small team of communications specialists who lead on building our external profile across our mass channels, extending our reach and audience engagement so our research and innovation can make a difference to people in crisis settings.

From the production of assets, to the development of audience engagement plans, to encourage uptake and influence change in the system, this team is communicating the impact and the unique contribution of Elrha to the humanitarian system.
Our staff are exceptionally passionate about our work and our principles of collaboration and creativity shine through in the way we work together. We pride ourselves in the quality of our work and the successful impact we have had to date with improving humanitarian outcomes.

Our culture is founded on the values of kindness, professionalism and inclusivity. Our recent staff engagement survey demonstrated high levels of engagement with our aims and impact. Our staff are able to thrive with positive line management relationships where achievements are recognised and they can grow and develop in response to constructive feedback. Our teams have built strong connections with each other and with our organisational aims.

We offer a flexible working environment with a commitment to a healthy balance between work and home life; especially important as we progress towards a hybrid working environment. We are happy to discuss different working patterns to support individual lifestyle needs.

We create regular opportunities to share our successes and our learning. We hold monthly all staff meetings and ‘Elrha Learns’ sessions which aim to keep staff connected and informed, and our annual away days give all staff the opportunity to add their voice to our strategy development.

As well as our flexible and supportive working environment, our benefits include 25 days annual leave which increases with length of service, a matched pension scheme starting at 5%, life cover and family friendly benefits.
Director of Impact and Engagement

The role will require you to achieve objectives across four key areas:

▪ Drive the strategic direction of Elrha’s work to maximise impact and optimise resources
▪ Develop Elrha’s influence within the global humanitarian system to expand our impact
▪ Strengthen Elrha’s external recognition within the global humanitarian system
▪ Inspire, lead and develop our high-performing teams

Please review the job description for full details.

This is an opportunity to lead our work in determining how evidence and research from our programmes are used to deliver results for people affected by crises, and to drive global action on the creation of an effective, responsible and sustainable system for humanitarian research and innovation.

You will be providing strategic leadership across our programmes, strategic communications and policy engagement activities, ensuring they are fully aligned under our ambitious strategy.

The role represents Elrha at a senior level, managing high-level strategic and donor relationships, and is central to ensuring our staff remain engaged with our mission and inspired to work together to achieve our goals.
Do you have the skills we need?

Have you worked in a highly strategic leadership role with experience of optimising impact? Have you got a successful track record of building reputation and influencing capacity to advance a policy agenda? Do you have experience of managing and coaching high performing teams?

Ideally you will have achieved this within the humanitarian or international development sectors, as you will need to demonstrate experience of developing successful policy and influencing strategies in a similarly complex system.

You will also have experience of monitoring and reporting impact, with the ability to demonstrate a clear knowledge of best practice MEAL approaches, ideally when applied to research and innovation programmes.

You will also have excellent coaching and communication skills which you will have used to good effect in developing positive collaborative relationships both with external stakeholders and internally to build capacity within our teams.

Please review the job description for full details.
When you apply you will be directed through the Save the Children recruitment site. Please ensure your personal statement is tailored to the requirements set out in the job description and person specification. The closing date for applications is **Sunday 6th March 2022 at 23.59**.

Interviews will be held week commencing **14 March** and will include:

- A panel interview with Elrha’s CEO and senior managers
- An assessment piece to be prepared in advance

Selected candidates will be invited to attend a 2nd interview during the week of **21 March** which will consist of:

- A focussed discussion panel with the Heads of Teams line managed by this post
- A panel interview with Board members

Further information will be provided at the relevant time. If you have any questions about the role or application process, please contact **HRadmin@elrha.org**.

**We look forward to hearing from you.**