JOB PROFILE

Job Title: Director of Impact and Engagement
Location: London, Cardiff or remote within the UK
Reports to: Chief Executive Officer
Budget Responsibility:

Programme budget: £10m annually (approx.)
Team budget: £1.25million annually (approx.)
(These include direct budget management and oversight of budgets under the heads of team’s responsibility)

Line management responsibility:
Head of Programmes – R2HC
Head of Programmes – HIF
Head of Policy Engagement and Communications
MEAL Coordinator
Research Manager – GPE (tbc)

Child Safeguarding Level: 1

ABOUT US

Overview
We are Elrha. A global charity that finds solutions to complex humanitarian problems through research and innovation. We are an established actor in the humanitarian community, working in partnership with humanitarian organisations, researchers, innovators, and the private sector to tackle some of the most difficult challenges facing people all over the world.

We equip humanitarian responders with knowledge of what works, so that people affected by crises get the right help when they need it most. We have supported more than 200 world-class research studies and innovation projects, championing new ideas and different approaches to evidence what works in humanitarian response.

Elrha is a charity and wholly owned subsidiary of Save the Children. It is accountable to its Board of Trustees and is able to benefit from core services provided by Save the Children UK.

Operational Context
This role sits at a senior, strategic level to lead work across our programmes and communications teams.
Elrha has two successful humanitarian programmes: Research for Health in Humanitarian Crises (R2HC), which aims to improve health outcomes for people affected by humanitarian crises by strengthening the evidence base for public health interventions; and the Humanitarian Innovation Fund (HIF), which improves outcomes for people affected by humanitarian crises by identifying, nurturing and sharing more effective, innovative and scalable solutions.

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 role also leads the Global Prioritisation Exercise for Humanitarian Research and Innovation (GPE); a strategic project that aims to increase the impact of humanitarian research and innovation investments for communities affected by crises.

**JOB PURPOSE**

The Director of Impact and Engagement provides leadership of our programmes, strategic communications and policy engagement, ensuring they are fully aligned under our ambitious strategy. The role leads 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.

The role represents Elrha at a senior level, managing high-level strategic and donor relationships, and providing leadership across three teams of key importance to the delivery of our aims and objectives: Research for Health in Humanitarian Crises (R2HC), Humanitarian Innovation Fund (HIF), and Policy Engagement & Communications (PEC). The role is responsible for the MEAL function and also leads Elrha’s flagship research and policy projects including the Global Prioritisation Exercise (GPE). The position is central to ensuring our staff remain engaged with our mission and inspired to work together to achieve our goals.

**KEY ACCOUNTABILITIES**

**Drive the strategic direction of Elrha’s work to maximise impact and optimise resources**

- As a member of the Directors Group, work with the CEO and Director of Finance and Operations, as well as the Board of Trustees, to develop Elrha’s capacity to deliver impact and steer our strategic growth.
- Provide strategic leadership to the Heads of R2HC, HIF and PEC to ensure programme and communications activities are fully aligned to deliver Elrha’s vision and strategy, and a clear pathway to impact is in place.
• Work with these teams to identify, research and lead the development of new programmatic approaches within our strategy that enable Elrha to evolve and to respond to humanitarian needs and developments in the research and innovation ecosystem.

• Ensure Elrha has robust and embedded systems to track, understand and learn from the impact of our work against our strategy.

• Support the development of skills and knowledge across our teams to optimise engagement with and application of MEAL systems.

• Lead the Global Prioritisation Exercise (GPE) through to successful completion of the project, including direct management of policy and engagement activities and oversight of delivery of the research outputs.

Develop Elrha’s influence within the global humanitarian system to expand our impact

• Lead the development of a new ‘Policy and Influencing Strategy’ and its implementation plan, including influential policy outputs, engagement plans and communications activities to support successful delivery.

• Develop opportunities to position Elrha as a policy influencer within the humanitarian system and with global stakeholders, strengthening our reputation in the policy-making arena.

• Oversee Elrha’s strategic relationships with key actors across the humanitarian system to advance our policy agenda by using established relationships, strengthening existing networks and maximising opportunities developed by the teams.

• Support and develop staff to effectively contribute to the implementation of the ‘Policy and Influencing strategy’, and other communication and engagement activities, all aiming at amplifying Elrha’s voice and leadership.

Strengthen Elrha’s external recognition within the global humanitarian system

• Lead the development of a strong and coherent external profile for Elrha that helps us to maximise the footprint of our work, paying particular attention to meeting the diverse needs of our stakeholder communities, ensuring full alignment with our mission, objectives and values.

• Strengthen and expand Elrha’s reputation and influence with global stakeholders (including prospective donors), ensuring this is grounded on our effective approach to tracking and communicating the impact we are achieving within the humanitarian ecosystem.

• Proactively represent Elrha with key audiences and stakeholders, including existing and new funders.

Inspire, lead and develop our high-performing teams

• Set organisational priorities, strategic direction, work plans and collaborative ways of working for the teams and functions under the remit of this role.
• Provide effective budget oversight and resource planning for the areas and activities under the responsibility of this role, to support the successful achievement of related work plans.

• Provide high quality performance coaching, career development and ongoing day-to-day line management to ensure an inclusive, engaged and productive team and effective succession planning.

• Play a visible leadership role and make active contributions towards cross-organisational and cultural initiatives and issues.

PERSON SPECIFICATION
ESSENTIAL
Previous experience

• Worked in a highly strategic leadership role with proven experience of optimising impact, ideally within the humanitarian or international development sectors.

• Proven experience of developing successful policy and influencing strategies that create change within the humanitarian system or similar complex system.

• Experience of monitoring and reporting impact, with the ability to demonstrate a clear knowledge of best standards of MEAL approaches, ideally when applied to research and innovation programmes.

• Experience of managing, coaching and developing high-performing teams, with the ability to build their capacity with empathy and enthusiasm.

• Demonstrable experience of end-to-end management of strategic projects, ideally involving research objectives and activities, and including external commissioning.

• Experience of proactively managing and developing strategic relationships and strong collaborative networks.

• Good financial acumen with experience of overseeing high value budgets.

Skills, abilities and knowledge

• Proven analytical and problem-solving skills, including effective use and interpretation of evidence and building ethical, appropriate and new solutions to meet complex issues.

• Excellent and effective communications skills, with the ability to influence a range of audiences and stakeholders across a variety of platforms.

• Good practical understanding of the key audiences and stakeholders within the international research and innovation communities.
• Working knowledge of the key architecture and policy drivers within the humanitarian system, ideally developed while working with development/humanitarian agencies, or in relevant contexts.
• Understanding of core research and innovation approaches, particularly in relation to delivering results within complex multi-stakeholder systems.

DESIRABLE

• Practical knowledge of research and innovation approaches within the humanitarian system.
• Experience of working with donors and funding partners, including institutional donors, trusts and foundations.
• Understanding of management approaches to grant-making programmes that support a wide diversity of grant recipients.
• Understanding of partnership approaches to engage with private sector actors.
• Professional proficiency of languages other than English, preferably French, Spanish or Arabic.

Child Protection level
Level 1 - the responsibilities of the post do not require you to have contact with children or young people.

We are committed to the safeguarding and protection of children and vulnerable people in our work. We will do everything possible to ensure that only those who are suitable to work with children and vulnerable people are recruited to work for us. This post is subject to a range of vetting checks, including a criminal records disclosure.