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| **TITLE:** Sponsorship Innovation Lead | | |
| **TEAM/PROGRAMME:** Program Quality and Impact department; Global Sponsorship team | **LOCATION:** REMOTE/London or any existing Save the Children location**.** Local terms and conditions will apply. | |
| **GRADE**: B Mid-Senior level | **CONTRACT LENGTH:** Permanent | |
| **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 with country programs; or are visiting country programs; or because they are responsible for implementing the police checking/vetting process staff. The post holder will have access to personal data about children and/or young people as part of their work. | | |
| **ROLE PURPOSE:**  In early 2022, after a review process, the Save the Children’s global Sponsorship program launched their new program guidelines. The new direction of Sponsorship will engage country offices, communities and partners in all aspects of Sponsorship to identify which children are not yet included, understand the underlying causes as to why, and work collaboratively to overcome those barriers.  Through long-term program commitment to partner with communities (10+ years), insistence on program quality and provision of stable funding, the future Sponsorship model will demonstrate social change and improved outcomes for children by addressing underlying causes of discrimination and requiring mandatory innovation in program designs.  Working in an agile/multi-disciplinary team environment, the Innovation Lead- Sponsorship will be a great collaborator, building strong relationships and cutting through boundaries, in a fast-moving and dynamic environment. The role will work closely with the Head of Evidence and Learning, Managing Director of Sponsorship and the Director of the Global Centre of Excellence for Innovation. Leveraging agile principles, you'll enable your team to flex and adapt - learning rapidly and responding to change, while keeping our supporters at the heart of everything you do. You will be the catalyst for innovation in our 20 country offices using a human centred design approach, providing on demand innovation advisory and monitoring support to Country Offices. You will lead a team of 8 innovation champions in Country Offices to scale innovation within the Sponsorship Program, and support the implementation of Knowledge management strategy for innovation with particular focus on capturing, curating and disseminating knowledge on innovations.  You will use your excellent relationship building skills to provide a critical link between Save the Children’s global and country level innovation work and external innovation sector, leveraging learnings of best practice. This role will lead the development of an innovation strategy, and strengthen both Sponsorship Program Quality Impact and Evidence and Learning technical offers to capture evidence on what works to end inequality and discrimination and tackle some of the biggest problems of today. | | |
| **SCOPE OF ROLE:**  **Reports to: Head of Evidence and Learning, Global Sponsorship**  **Staff reporting to this post:** Dotted line management of technical staff in the region.  **Budget Responsibilities:** None  **Role Dimensions**: This role involves working in a global matrix, membership based organization. Sponsorship Programs work in over 20 countries, while Save the Children works across 120 locations. The postholder will be leading a cross country team of innovation champions to bring ideas to scale. This role needs to work with colleagues on global thematic teams, ethics, safeguarding, data protection, Research Innovation Lab, Centre of Excellence on Innovation and the global evidence and learning team. The position is expected to be Country Office-facing in approach, movement-facing in outlook. The postholder will engage externally to create a culture of innovation learning.  **Context:** Humanitarian and development | | |
| **KEY AREAS OF ACCOUNTABILITY:**  **Sponsorship Innovation Lead**   1. Lead the conceptualization and execution of innovative open-source prototypes that leverage technology to create solutions to identify groups facing inequality and discrimination. 2. Innovate in effective partnership with agents of change, the programs we offer to reach our Breakthroughs; and innovate on measurements of social change (including community engagement and child participation). 3. Help Country offices to identify an innovation to design, pilot, test or scale 4. Identify clusters or portfolios of initiatives around solutions that can impact the lives of the most vulnerable children, make recommendations for funding of prototype solutions. 5. Lead the Community of Practice of 8 Innovation Champions for cross country learning in Sponsorship 6. Provide on demand innovation advisory and monitoring discipline to the Sponsorship Program portfolio of innovations, providing targeted support/consulting to intrapreneurs/social entrepreneurs in areas in order to scale and sustain the innovation’s operations for impact   **Strategic Support**   1. Support Sponsorship teams in Country Offices to design and implement innovations and work across countries to promote robust use of evidence and a strong learning culture 2. Develop and implement an Innovation Learning Strategy, securing broad buy in across the countries, targeting interventions that will achieve the greatest impact 3. Link with SCI Centre of Excellence on Innovation and Common Approaches to support countries to use and inform best practice in the region and globally.   **Networking and Partnerships**   1. Leverage your own network within the innovation sector to establish and manage strategic partnerships with start-ups, sources of capital, academic institutions and other ventures to bring value to the movement. 2. Identify and execute in the movement of external innovations and ventures that are aligned to our mission and will. 3. Establish and maintain strong working relationship with other technical leads (thematic and cross functional), Technology for Development team, Save the Children Members and Academia to initiate, adapt or test new practices, approaches or methodologies with a view of improving outcomes for children and our ability to demonstrate and showcase that impact. 4. Broker relationships between Sponsorship with entrepreneurs, intrapreneurs and potential partners and challenge SCI to step at the forefront of new opportunities   **Lead Innovation Research and MEAL Strategic Uplift**   1. Lead strategy to invest in innovation Research, Evidence and Learning and support talent development of country MEAL staff in areas of Child Rights Programming, Social Behaviour Change, Human Centred Design in collaboration with the Head of Evidence and Learning 2. Ensure use of Innovation MEAL toolkit in Sponsorship programs   **Developing, Managing and Disseminating Learning Products**   1. Lead the development of learning products such as fact sheets, podcasts, policy briefs, policy position papers, publications, etc. and, work with the Communications Team to identify attractive and child-friendly ways of packaging such products. 2. Align with Centre of Excellence Innovations repository of learning products and innovations and ensure dissemination through networks 3. Promote an organizational culture for knowledge sharing and cross learning between Sponsorship and broader Save the Children teams. | | |
| **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   The post holder must commit to work in an international agency that respects racial diversity and fights racism in all forms; and to model positive behaviours and respect to all colleagues, partners and communities. | | |
| **QUALIFICATIONS**   * Master’s degree in relevant field or equivalent experience | | |
| **EXPERIENCE AND SKILLS**   * **Essential** * Passion and experience in social innovation and entrepreneurship * Experience in innovation methodologies including human centred design, user experience, co-design, and lean/agile methods * Proven experience and understanding of policy, advocacy, research, evaluation, business, and finance * Demonstrated ability to cultivate, build, influence and maintain strong working relationships with individuals from diverse backgrounds and perspectives including programmatic, policy and advocacy technical experts that may have low capacity in business and finance acumen. * Track record of storytelling, visualisation & prototyping of ideas successfully & efficiently * Experience taking at least one innovation to scale * Demonstrated ability to think critically/strategically, analyse complex information and offer creative, practical and effective solutions * Ability to give professional support and direction to others * Excellent written and verbal communications skills, and an ability to produce and disseminate products to a variety of audiences * An individual who embraces change & welcomes challenge with an open, participative & transparent style * Highly skilled at facilitation –working with groups to uncover their creativity & problem-solving ability * High level of fluency in English, both verbal and written. * Willing and able to travel to COs to support field teams and lead particular pieces of work * Proven ability to build strong collaborative networks and influence, externally and internally * Strong remote-working abilities.   **Desirable**   * Experience of working in Innovation or NPD in agency, consultancy, commercial and/or charity sector * MBA or higher degree in relevant field * Languages: French, Spanish, Arabic | | |
| **KEY COMPETENCIES**  **Technical competencies:**  **Strengthens evidence and learning uptake through analysis and collaboration** (‘leading edge’ level)   * Champions the sharing and use of evidence and learning internally and externally * Leads on behaviour change and innovative approaches to improve the utilisation of evidence and learning for decision making   **Translates and presents data to promote its use for programme, policy and advocacy decision-making** (‘leading edge’ level)   * Innovates with technology to find different methods for presenting data to non-experts * Provides thought leadership on how to build the capacity of non-experts to understand how data can be used for decision-making   **Generic Competencies**   * Be the innovator: Analyses and critically appraises a wide range of evidence and guides others to do the same * Be the innovator: Champions the use of evidence to influence policies and practice * Be the innovator: Promotes innovation to find new and better approaches to driving progress Deliver results at scale: Leads coalitions to promote systems thinking and strengthening | | |
| **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. | | |
| **JD written by: Nicole Dulieu** | | **Date: June 2022** |
| **JD agreed by:** | | **Date:** |
| **Updated By:** | | **Date:** |
| **Evaluated:** | | **Date:** |