



Pan-Africa Senior Advocacy Advisor

Location	Nairobi or Addis Ababa	Department	Policy, Public Affairs and Campaigns
Reports to (Job Title)	Global Advocacy Lead	Salary Band	C-High
Matrix manager (if applicable)	Head of Division-Africa	<u>Competency level</u>	3

Role definition

Role purpose

The role's aim is to maximise the impact and effectiveness of Christian Aid's advocacy and influencing in a Pan-African context, ensuring a clearly focused, collaborative and coordinated approach from across relevant departments, country programmes and partners. With a focus on our two main campaigns on economic justice and climate justice, the role will be instrumental in connecting and engaging national movement building in our country programmes with influencing strategies at a pan-African level, including at the Africa Union and other regional influencing targets. Much of this work will be done in collaboration with the ACT alliance, of which Christian Aid is a part, and in collaboration with relevant church-based and ecumenical networks active at the pan-African level.

As a strategic role for the organisation driving our influencing work at the Pan Africa level, the post holder will ensure Christian Aid delivers impactful advocacy and influencing work. They will use a wide range of relevant tools and tactics to achieve change at the national and pan-African level, and where appropriate engage at a global level. This will include seeking to develop effective relationships with regional coalitions and networks, including with church organisations and faith-based partners, to ensure that Christian Aid brings a distinctive faith voice to our international advocacy and campaigns.

The post holder will work closely with the Global Advocacy Lead, the Africa Advocacy Advisor for country support, the Policy leads, Climate Justice Policy and Advocacy adviser Africa and Theology and Church Relations Advisors, to ensure close integration between African and global influencing across Christian Aid, and between our national and regional level advocacy in Africa.

Key outcomes

- Lead on pan-Africa advocacy agendas, with priority given to our campaigns on economic justice and climate justice
- Effective advocacy strategies on priority campaigns are delivered in the Africa region that influence key targets and processes from the national to regional and occasionally global level, ensuring that the organisation's influencing work is impactful, coherent, measurable and accountable.
- Effective and coordinated influencing strategy towards the UN agencies, Africa Union, multilateral banks and other significant advocacy targets in Africa.
- Support for advocacy and influencing strategies across countries where we work and seek to influence within the context of a clear coherent strategy at regional and global levels.



- Efficient, transparent and collaborative processes are established for coordinating advocacy and influencing, ensuring the right level of engagement and sign-off, seizing opportunities while maintaining a coherent approach.
- External effective representation is undertaken in selected international coalitions, partnerships and networks making Christian Aid a trusted and consistent actor, contributing to the overall international agenda and help deliver impact for Christian Aid.
- Management of grants and partnerships to support impactful pan-African advocacy within a strategic approach and compliant with the organisation's grants policies and procedures.
- All international campaigning, advocacy and influencing work remains compliant with the relevant legal and regulatory requirements for each context and enhances the organisation's reputation for bold, prophetic advocacy.

Role agility

Expected travel per annum Up to 30 days

On call/unsocial hours No

Surge capacity for emergency responses No

In order to respond to ever changing demands within the environment, Christian Aid operates within an agile framework (both in workforce and operational) that requires from all employees, a high level of responsiveness and adaptiveness to processes and structures making flexibility and a project based working approach the norm. To sustain this system, managers may/will agree further details of specific tasks and duties as part of the performance agreement. Any reasonable duty may be assigned that is consistent with the nature of the job and its level of responsibility, and employees may be required to change the focus of their role from time to time.

Role context

This is a strategic role that will have a key part to play in strengthening our impact in Africa, which accounts for 2/3 of our programme footprint, and is the region furthest from achievement of the 2030 goals. Pan-African institutions have an important role in shaping government policy and action. This role will be instrumental in driving key opportunities for advocacy, in conjunction with global and regional civil society networks and coalitions, including the ACT Alliance and the All Africa Council of Churches. This is a senior role that requires excellent judgement and decision making, ensuring strategic focus, and an ability to work both internally and externally to join up work, and maximise opportunities, at the national, regional and global level, and across programmes and advocacy and campaigns. It will require significant high-level internal and external representation, convening, coordination and networking, and excellent analytical skills. The post holder will manage an Africa advocacy advisor focused on providing support to our country offices, and work in close collaboration with senior African colleagues located in Nairobi and across the African division. They will provide analysis, and positioning on pan-African issues.

Role requirements

Relationships

External: The post holder will play a key role in representing Christian Aid in regional civil society coalitions and ensure our advocacy positioning and profile is informed by, and coordinated with broader civil society movements. The role will also represent Christian Aid at pan-African institutions. They will



work with global partners and alliances, including the All Africa Council of Churches, ACT alliance members, other INGOs and African organisations in the AU space, and with national delegations, to ensure strong advocacy coordination, and will have the ability to build regional networks and coalitions that benefit Christian Aid. They will act as a spokesperson for the organisation on Africa.

Internal: Working closely with the Global Advocacy Lead and the Head of Africa Division, the role has responsibility to ensure both authentic national and regional African advocacy rooted in our programmatic experience and full integration with the wider Christian Aid advocacy strategy. Working as 'One Christian Aid' the role will be an important link between the Policy, Public Affairs and Campaigns and the International Department staff in Africa, having direct collaboration with the country offices and thematic programme advisors to ensure our African advocacy is rooted in our programmatic work. They will work with colleagues both in PPC and across Christian Aid to ensure consistent alignment between strategy and implementation of an organisational wide influencing framework.

Decision making

Budgetary/savings responsibility

- Manages a delegated budget
- All decisions in relation to day to day functioning of team
- Recommends the best course of action to senior managers/Directorate and takes responsibility for ensuring best practice
- Finely tuned level of political judgement needed to support high level decision making
- Makes frequent decisions that impact on realisation of objectives and leads a number of cross-organisational projects
- Strategic planning, with agreement of Department SMT and/or with reference to any corporate cross organisation groups/strategies

Analytical skills

- This role involves a high level of analytical skills, across a range of policy areas and international contexts, in terms of being able to maximise the opportunities available.
- Supporting and advising direct reports and other staff members as to the most effective means of influencing as well as facilitating a cross-disciplinary analysis and collaboration
- Identifying the ways in which an influencing strategy engages with wider change agenda.
- S/he should be capable of quickly assimilating significant amounts of information and is competent with both the hard and soft skills of influencing.

Developing self and others

Number of Direct reports 1

Overall people management responsibility 1

This post will be working across different countries in a dispersed team, which will demand strong management and interpersonal skills, and some travel, mostly in Africa.

The post plays a key role in guiding and advising the Directorate and other senior colleagues across the organisation on Africa advocacy positioning, including working with country programmes.

The postholder will be matrix managed by the Africa regional director and be a member of the regional management team.

Manages the workload of the team, inspires and motivates colleagues to engage in change and to aspire to the highest standards of performance

Supports and works with colleagues to ensure the quality and integrity of our influencing work.



Role related checks

Child protection clearance Not required **Counter terrorism screening** Not required

Person specification

Applied skills/knowledge and expertise

Essential

- Relevant degree or equivalent.
- An advanced knowledge of international development, human rights and political economy in the African context.
- Experience of working in a pan-African setting, and of engaging regional institutions
- Experience of, and ability to navigate and engage regional civil society, and to understand how it connects to national and global level influencing
- Experience of working in broad alliances, which will ideally have included church-based organisations and faith groups.
- Experience of representing an organisation at a senior level (including participating in coalitions).
- Excellent analytical skills, and ability to communicate to diverse audiences
- Experience of managing complex projects, including strategic planning and managing budgets
- Track record of public speaking
- High quality skills in cross-organisational coordination and relationship management
- Able to provide high quality leadership and support to staff, including remote management.
- Ability to negotiate with, influence and persuade others in a collaborative manner.
- Commitment to Christian Aid's mission, vision and values

Desirable

- Ability to work in French, or a major African language
- Existing high-level network of contacts in pan-African institutions
- Experience of working with church leaders in the global south
- Post graduate qualification in development or related subject.

Digital/IT competencies required

Word, Excel, PowerPoint	Intermediate	Web content design & development	N/A
Internet based collaboration tools and video calling	Basic	Social Media	Basic
Data Visualisation	N/A		

DATE CREATED

05/06/2020