

Job Description

Job title

Director of Global Programmes

Team

Global Programmes

Contract type

Permanent

Direct Reports

Country Directors
Emergency and DRR Advisor
Head of Programme Quality and MEAL
Programme Manager Country Director
Support

Reporting to

Chief Executive

Location

London Office and remote

Hours of work

34.5 hours per week

Annual leave

26 days annual leave, plus bank holidays.
Further days of leave will be earned after
two years of service.

Remuneration

Circa £75,000 - 80,000 per annum,
plus benefits

Our vision

Our vision is a world where every working animal lives a healthy and valued life.

Our mission

Our mission is to transform the welfare of working animals in a world where animals, people and the environment are respected and thrive.

Summary of role

As Director of Global Programmes, you will lead on the strategic development and delivery of SPANA's International programme activities and interventions, to pursue the maximum, sustainable impact for working animals and achieve a lasting transformation in their welfare. Your role will involve developing programme priorities and overseeing and managing our international workforce, working in close collaboration with the rest of SPANA stakeholders and our global network of external partners. As a member of the Senior Leadership Team, you will also work with colleagues to ensure the organisation is led in line with our strategy and our agreed values and behaviours.

Key Relationships

- Responsible to the Chief Executive
- Senior Leadership Team
- Country Directors
- Global Programmes Team
- Global network of external partners

Key responsibilities

Strategy

- As a member of the Senior Leadership Team, take collective responsibility for developing and delivering the organisation's strategy, plans and policies, both in terms of staffing and also reporting to the Board of Trustees.
- Coordinate, facilitate and help inform the Chief Executive and other senior staff as to emergent programme needs.
- Contribute to the overall objectives, plans and values and policies of the organisation.

Leadership

- Motivate, inspire, and develop direct reports, setting objectives, providing constructive feedback via appraisal and performance management processes, identify training opportunities and in turn make sure that Country Directors cascade the same approach.
- Ensure that programme staff working overseas or remotely from the London office are integrated into SPANA's organisational systems and culture.

Global Programmes

- Lead on all aspects of SPANA's global programme work, including projects, partnerships, staffing, processes, and budgeting, to ensure the best possible impact and outcomes for working animals.
- Work with Senior Leadership Team and colleagues across the charity to develop programmes and resources globally to produce sustainable solutions for working animals in need, extending our reach through the deployment of a growing network of strategic partners.
- In close collaboration with the Director of Global Animal Welfare pilot new ways of working internationally, drawing from successful learnings in the international development and commercial sectors, delivering to scale through strategic partnerships, social enterprise models and government buy-in.
- Ensure SPANA has in place an effective emergency response capacity for assisting working animals in need.
- Working closely with the Director of Global Animal Welfare, ensuring all programmes/projects are in full alignment with SPANA's standards and quality frameworks to ultimately drive impact.
- Ensure implementation of high-quality MEAL and programme quality process and ensure delivery of adequate MEAL products at the Country Programme.

Influencing change

- Expand our influence internationally, ensuring we are constantly innovating in the way we partner with development actors, governments, and other key stakeholders.
- Represent SPANA externally, including to build profile and to influence discussions taking place elsewhere in line with SPANA's strategic priorities, as well as to develop new partnerships that will help us to learn from others and to achieve our long-term objectives for working animals.

Resource mobilisation

- In collaboration with the Director of Global Fundraising, Marketing & Communications, support the development of concept papers and proposals to ensure a strong pipeline for SPANA.

Safeguarding, risk, and compliance

- Ensure that safeguarding practices and policies are implemented across all aspects of programme activity globally.
- Ensure effective risk management is in place, with effective policies and training and support across global teams.
- Develop agile ways of working which are responsive to needs, ensuring that robust planning and budgets are developed] to support this.
- In collaboration with the Global Resources Team, develop a compliance framework, strengthening global standard operating and duty of care procedures.
- Willing to travel when necessary, while minimising the charity's environmental impact.

This is not an exhaustive list, and the post holder may at times be requested to perform other tasks not stated above but within scope of the position

PERSON SPECIFICATION

<p>KNOWLEDGE, TRAINING & QUALIFICATION</p>	<ul style="list-style-type: none"> • Educated to degree level or equivalent through experience. • Demonstrable understanding of the global development/humanitarian sector, with a passion for animal welfare. • Proven strategic thinker and innovator.
<p>EXPERIENCE</p>	<p>Essential</p> <ul style="list-style-type: none"> • Experienced leader and change manager, with strong and persuasive people skills. • Track record of robust management of significant financial resources and operations, including ensuring compliance with regulatory rules and securing cost savings. • Experience of leading international development or emergency programmes • Extensive remote management experience of multi-disciplinary and multi-culture teams. • Accomplished in developing programmes that deliver exemplary safeguarding, and in ensuring compliance to safeguarding policies and procedures. • Excellent written and verbal communication skills with the ability to flex and adapt communication to suit a wide range of audiences. • Advanced negotiation, influencing and presentation skills. • Able to establish, build and maintain successful collaborative relationships with internal and external stakeholders and partners, in particular international organisations, government agencies, academics, and NGOs. <p>Desirable</p> <ul style="list-style-type: none"> • Programming in international health systems. • International education programming. • Climate change and its impact on vulnerable communities (and in turn working animals). • Social enterprise models. • French/Arabic language skills.
<p>SKILLS & ATTRIBUTES</p>	<ul style="list-style-type: none"> • Strong people skills, emotional intelligence, and authenticity. • Cultural awareness, with experience of successfully collaborating with colleagues and partners from diverse backgrounds and cultures. • Commitment to diversity and inclusion. • Strong commitment to SPANA values.