

Job Description

JOB TITLE

Director of Global Programmes

TEAM

Global Programmes

CONTRACT TYPE

Permanent

DIRECT REPORTS

Head of Programme Quality & Delivery
Head of Animal Welfare
Head of Education & SBCC
Team Coordinator
Country Directors (dotted line)

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.

RENUMERATION

£90,000 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, technical quality and delivery of SPANA's global work to pursue the maximum, sustainable impact for working animals ensuring we achieve a lasting transformation in their welfare. Your role will involve ensuring SPANA integrates scientific and technical expertise and policy advice within a One Health world. As a member of the Senior Leadership Team, you will work with your colleagues to lead the organisation in line with our strategy and our agreed values and behaviours.

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 animal welfare 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 Partner 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.

Overseeing Global Programmes through a One Health lens

- 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.
- Deliver and implement a strategy focussed on improving animal health systems specific to working animal needs.
- 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.
- Lead on the development and delivery of all aspects of the technical provision of SPANA's animal welfare, education, and social behaviour change communication work.
- Oversee and drive SPANA's Emergency work ensuring effective DRR across all applicable projects
- Ensure SPANA has in place an effective emergency response capacity for assisting working animals in need.
- Ensure 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 point of delivery.

Influencing & partnering for change

- In partnership with the CEO build effective relationships with key stakeholders in the animal welfare and development sectors, such as WOAHA, FAO, UNDP, AU-IBAR etc
- Expand our influence 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.

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 & QUALIFICATIONS</p>	<ul style="list-style-type: none"> • Educated to degree level or equivalent through experience. • Demonstrable understanding of the global animal welfare/ development/humanitarian sectors, with an overarching commitment to 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 animal welfare, development, or emergency programmes • Extensive remote management experience of multi-disciplinary and multi-culture teams. • Experience of leading technical teams with a primary focus on quality. • 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 organisation's, government agencies, academics, and NGOs. <p>Desirable</p> <ul style="list-style-type: none"> • Programming in a One Health framework • Programming in international health systems. • International education programming. • Climate change and its impact on vulnerable communities (and in turn working animals). • Social enterprise models.
<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. • French/Arabic language skills • Ability to travel internationally