

Head of Education and SBCC

Contract type: Permanent

SPANNA – The Society for the Protection of Animals Abroad is the global charity for working animals in low-income countries. We are currently seeking a Head of Education and Social Behaviour Change Communication (SBCC).

Since 1923, we have supported the welfare of working animals, including donkeys, horses, camels, and elephants, in communities that depend on working animals for water, transport, agriculture and their very survival. Today, we support working animals across 26 countries, through a series of global projects and partnerships.

Our Education Programme aims to support anyone involved with working animals in areas of high need – whether that's a child who look after their family's donkey, a young person who uses a horse for their work, or a vet who looks after the community's camels. Our diverse, responsive, and targeted education and behaviour change activities develop each person's essential knowledge, attitudes, and skills needed to support an improved quality of life for their animals.

While we classify this role as hybrid, it's worth noting that most of your work can be done from the comfort of your own home, except for occasional in-person visits to our London office (located in Borough High Street) and all-staff gatherings, but these will be limited to a maximum of once a quarter. Occasional travel to our partner countries (in Africa, Asia, and Central/South America) is also a requirement of the position, but similarly, we expect these trips to take place no more than once per quarter. Our full-time hours are 34.5 hours per week, and we offer core working hours between 10am and 4pm.

Applications comprised of a CV and short covering letter will be accepted until 15 April 2024 and reviewed on a rolling basis. Unfortunately, once a vacancy has closed, we are unable to consider further applications.

Key responsibilities

You'll be a part of the Global Programmes team, working alongside colleagues responsible for Animal Health, and Programme Quality and Delivery. You will liaise with colleagues in the Global Resources, Global Fundraising, Marketing, and Communication departments, and in support of our field-based colleagues. You will report to the Director of Global Programmes, and directly oversee two Education Technical Advisors, one who oversees SBCC programming and another who oversees formal school-adjacent and non-formal education.

You will be responsible for delivering SPANA's new education strategy and, relatedly, against the 2023-2027 SPANA strategy and its key performance indicators. Your work will be supported by a nascent external education advisory panel, as well as that of your direct reports. You will be responsible for representing the organisation in relevant fora, amongst other responsibilities as required. Primarily, you will provide technical advice and direction in the following primary areas:

- Strengthening the technical content of SPANA's education programme, with a focus on sustained behaviour change in support of the welfare of working animals
 - Oversee the refinement and validation of a competency framework for all SPANA affiliates

- Oversee the co-creation of revised curricular content in alignment with the competency framework
- Improving and diversifying SPANA's content delivery methods
 - Strategically balancing how and where SPANA uses SBCC or more traditional classroom-adjacent non-formal education delivery models (called multi-contact interventions, or MCI (Multi Contact Intervention), at SPANA)
 - Specifically ensure that the majority of SPANA's education beneficiaries are populations who rely on working animals
 - Use MCI to develop more complex, stackable knowledge, attitude, and practice competencies over time
 - Leveraging appropriate, accessible technology to reach a larger number of animal owners and improve the accessibility of education programs
 - Enhancing SPANA's use of continuous professional development to strengthen staff and partner capacities in support of its education work, including
 - Build and support communities of practice, including coaching and mentoring cohorts, to elevate and quality assure SPANA's teaching and learning content and content delivery
 - Foster equitable, coherent human resourcing in support of the delivery of SPANA's education programme across all grantees and partners
 - Strategically focusing on improving SPANA's pedagogical and andragogical methods
 - Invest in strengthening SPANA's volunteer teacher motivation using monetary and non-monetary incentives and techniques
- Building (upon) and sharing evidence
 - With SPANA's MEAL (Monitoring, Evaluation, Accountability, and Learning) team, build and strengthen the education components of the MEAL system in support of enhanced programming. This will include all aspects of monitoring, evaluating, being accountable for, and learning from the education work.
 - Establish and progress a SPANA learning agenda in partnership with a diverse and complementary range of research partners
- Working with the Global Fundraising, Marketing, and Communications and advocacy colleagues to develop income generating streams based on SPANA's education assets, including but not limited to:
 - Strategically linking the education programme and traditional individual donor interests
 - Strategically linking the education programme and traditional corporate/institutional interests

About you

Essential

- Master's degree or equivalent level of experience in international education, social or behavioural sciences, animal welfare/One Health education or related fields.
- 10 years of education or related social marketing or social behaviour change-specific design, implementation, and quality assurance experience.
- Experience working across/in support of multiple sectors (such as health, livelihoods, and education),
- Majority World programme management experience in varying geopolitical and/or sociocultural contexts.

- Direct teaching and/or training experience, especially within Majority World contexts.
- Ability to work remotely and independently while leading a geographically dispersed, multi-cultural team.
- Strong organisational skills, and ability to lead a stream of work.
- Strong writing and verbal communication skills.
- Ability to read, write and speak fluent English.
- Ability to think creatively and strategically.
- Relevant computer software skills (including, at a minimum, the standard applications in MS Office).

Desirable

- PhD or EdD in the relevant fields of international education, SBCC, or related fields.
- Experience designing and delivering SBCC campaigns
- Experience developing public-private sector partnerships, and or in social enterprise development.
- Experience leading or taking part in consortium programming across multiple organisations, including as either a grant receiving or grant making entity
- Experience working at the One Health nexus or humanitarian-development-peacebuilding (“triple”) nexus
- Working proficiency in French or Arabic

Benefits

- 26 days annual leave, plus bank holidays
- Company pension scheme (SPANNA will contribute 10% of salary to a personal pension plan, on top of your mandatory 5% contribution of your salary)
- Group Life Insurance scheme, which provides coverage at 3x your annual salary
- Group Income Protection scheme
- Health Cash Plan with Medicash
- Enhanced Employee Assistance Programme including face-to-face counselling
- Paid Volunteer Day