



Increasing Impact Through Collective Action

We believe people in crisis have the right to assistance

We believe, in the right conditions, CVA is the best way of supporting people in crisis

We believe CVA offers dignity, choice and the right to self determination

We believe in collective action

Role Title

Head of Policy, Evidence and Learning

Role Purpose

The Head of Policy, Evidence and Learning guides a coherent technical, policy and learning team, ensuring collective efforts and resources lead to maximum impact and relevance. By working collaboratively with and through the network, the team facilitates learning and influences evidence-based policy and action. It identifies evidence and research priorities; ensures core training products remain as 'gold standard'; facilitates the generation of evidence and learning; captures diverse experiences and perspectives; and actively promotes the uptake of learning and good practice.

CaLP Purpose

CaLP is a dynamic global network of over 90 organisations engaged in the critical areas of policy, practice and research in humanitarian cash and voucher assistance (CVA) and financial assistance more broadly. Collectively, CaLP members deliver the vast majority of humanitarian CVA worldwide.

We envision a future where people are enabled to overcome crises with dignity, by exercising choice and their right to self-determination.

The purpose of the CaLP network is to maximise the potential that humanitarian CVA can bring to people in contexts of crisis, as one component of broader financial assistance. To do this we catalyse the power, knowledge and capacities of our diverse global network, alongside other local, national, regional and global actors, all of whom are seeking to secure better outcomes for people living in crisis contexts. Our role as a collective is to generate alignment in the approaches and actions of those within and across our network, in order to help optimise the quality and scale of humanitarian CVA.

What makes CaLP unique is its diversity. CaLP members currently include local and international non-governmental organisations, United Nations agencies, the Red Cross/Crescent Movement, donors, specialist social innovation, technology and financial services companies, researchers and academics, and individual practitioners.

As a CaLP team, we work with and for the CaLP network – keeping our vision front and centre. Working impartially, we engage with the network to generate evidence, we facilitate dialogue, we challenge and question, we draw together good practices and promote their uptake. We play a key role in creating the impetus and means for thought leadership and convene network members to generate futures-thinking agendas. We mobilise the membership and the wider network to look for collective solutions to collective problems.

How we aim to work as the CaLP team	
<p>We strive to work collaboratively with the network and as a team. All of us, in some way, influence, communicate, manage knowledge, share learning and administer to get things done.</p> <p>We work as one team and in many sub teams, we also create task teams to drive forward specific activities and then disband them when the job is done. Many teams are largely self-organising, agreeing ways of working that make sense for the task at hand with devolved decision-making that gives us space to act to meet our own responsibilities.</p> <p>This way of working can take time to get used to, it's not perfect and we're constantly seeking to strengthen it. This fluidity and team work brings huge benefits, in that it allows us to remain agile, explore, learn as we go, adapt further and get better at what we do, in service of our goals.</p>	
Role grade:	AAH US Grade 11 AAH Spain 1 NRC 10 OGB Grade B
Management support line:	CaLP Director
Management support for:	Technical Advisors (x4); Learning and Development Coordinator, Learning Content Lead, Learning Delivery Lead
Budget responsibility:	Equivalent to circa 1M GBP per annum
Key Accountabilities:	<ul style="list-style-type: none"> • Share whole team leadership as a senior manager. • Provide management support for and foster personal development of team members, some of whom operate as self-managed teams • Lead the development of evidence, policy and learning, convening and facilitating purposeful interactions across the network to identify priorities and foster collective action in order to accelerate change and increase impact. • Undertake horizon scanning and distillation of emerging issues and trends. • Undertake external engagement and influencing, including active participation in key policy forums – spanning a wide range of issues and involve a wide array of stakeholders. • Ensure analysis, evidence, learning and policy engagement is rooted in response realities – connecting country, regional and global perspectives and values. • Lead the development of thinking and more systematic approaches to ensuring the utilization of evidence. • Ensure consistent messaging on key issues across CaLP teams. • Ensure focus on both reach and quality, managing the associated trade-offs. • Establish and strengthen strategic partnerships to deliver on policy, evidence and learning objectives. • Convene and facilitate meetings and debates - ensuring diversity of engagement. • Shape network-wide policy objectives and priorities. • Provide thought leadership on policy issues. • Facilitate and convene network members to generate futures-thinking agendas. • Ensure policy influencing is transparently informed by evidence and values, and is system-sensitive. • Lead the development of a new global framework for action, facilitating broad engagement and collective ownership – generating a tool that is owned and used by the network and ensuring it is referenced by members as a common guiding framework

	<ul style="list-style-type: none"> • Lead thinking/action regarding the collective development of CVA minimum standards, moving dialogue forward within the context of the new global framework for action • Develop strategies and approaches for engaging in key policy forum, with influential stakeholders and for increasing, where relevant, the diversity of engagement in policy discussions. • Identify issues of tension and controversy, and convene actors to identify practical ways forward. • Synthesise and elevate conversations and perspectives from different parts of the world. • Outreach to media and new stakeholder groups on issues of common concern/shared policy priorities.
Essential Technical Skills, Experience & Knowledge	<ul style="list-style-type: none"> • Master's degree or equivalent qualification in an appropriate technical field, or equivalent level of professional experience • Experience across CaLP's core activities, such as: training, knowledge management, research, facilitation, convening and policy influence • Experience and professionalism in networking to engage and influence with senior actors across the humanitarian system • Understanding of CVA in a humanitarian context and the opportunities, complexities and politics around it • Understanding of the international humanitarian system, and linkages with government bodies, including current debates • Senior management experience, including responsibility for strategy development and representation in an aid context • Excellent communication skills, including in written and spoken English • Strong decision maker who operates with integrity • Sensitivity to cultural differences and the ability to work in a wide variety of cultural contexts and individual team members
Desirable attributes	<ul style="list-style-type: none"> • Experience of working in a virtual network or remote team • Fluency in Arabic, French or Spanish, in addition to English
<p>Role profiles are living documents, and aren't an exhaustive list of things to do. The role may require other reasonable duties. As with everything, flexibility is the name of the game.</p>	

Last updated: 22 March 2021