

**SAVE THE CHILDREN
INTERNATIONAL PROGRAMS
ROLE PROFILE**

TITLE Regional Program Quality and Impact Director	
TEAM/PROGRAMME: Regional Senior Management Team	LOCATION: Panama City, Panama
GRADE: 2	CONTRACT LENGTH: Open-ended
<p>CHILD SAFEGUARDING</p> <p>Level 3: the role holder will have contact with children and/or young people <u>either</u> frequently (e.g. once a week or more) <u>or</u> intensively (e.g. four days in one month or more or overnight) because they work in country programs; or are visiting country programs; or because they are responsible for implementing the police checking/vetting process staff.</p>	
<p>ROLE PURPOSE:</p> <p>The post holder, in close collaboration with the Regional Director, will influence and increase the impact of Save the Children's programs in the Latin America and Caribbean Region. The Regional Program Director will ensure quality and innovative humanitarian and development programs are delivered across the region, monitoring their effective implementation, and seeking through these programs immediate and lasting changes in the lives of children and their communities.</p>	
<p>SCOPE OF ROLE:</p> <p>Reports to: Regional Director, LAC</p> <p>Regional Dimensions: Save the Children works in 18 countries in LAC (12 SC offices and an additional 6 countries with partners), with a current staff of approximately 2000 and current expenditure of approximately \$100 million per year. Save the Children has a direct presence in: Bolivia, Colombia, Dominican Republic, El Salvador, Guatemala, Haiti, Honduras, México, Nicaragua, Perú and Venezuela. Works with partners in Argentina, Brazil, Chile, Costa Rica, Paraguay and Uruguay.</p> <p>Key relationships: Works in coordination with Regional Office SMT, Regional Operations, Humanitarian, Resource Mobilization, Advocacy and other RO staff. Has a fluid relationship with Country Directors, Response Team Leaders and program directors at country level. Also maintains a functional dotted line relationship with the Chief Impact Officer at Global level.</p> <p>Reporting lines: The team reporting directly to the PQI Director consists of regional Technical Experts in Education, Education in Emergencies, Child Protection, Health and Nutrition, T4D, WASH, Child Sensitive Social Protection and MEAL, including Evidence and Learning. The Regional PQI Director also maintains a direct dotted-line functional reporting line with PQI and Program Directors at the country offices.</p>	
<p>KEY AREAS OF ACCOUNTABILITY:</p> <p>As a member of the Regional Office Senior Management Team and LAC Regional Senior Leadership Team, contribute to:</p> <ul style="list-style-type: none"> • Leadership of the LAC Regional Office and the region. • Support the development of an organisational culture that reflects values, promotes accountability and high performance, encourages a team culture of learning, creativity and innovation. • Drive the regional program evidence and learning agenda and create an environment of continuous learning where staff are encouraged and supported to grow and develop and are held accountable for their commitments. • Help design and implement a coherent organizational structure that is consistent with agency practices and appropriate to programme needs and includes ensuring technical expertise is adequate to needs at country and regional levels. • Develop collaborative, cross-functional working relationships across the regional office to design and 	

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implement regional initiatives and strategies.

- Help establish, maintain, and improve active and regular working relationships with: partner agencies including humanitarian and development donors, and local and international NGOs

Programmatic leadership and management:

- Ensure that programs are consistent with Save the Children's Global Strategy and Theory of Change, as well as in line with Regional Priorities.
- Ensure the coherence of advocacy and program work, particularly in terms of aligning and supporting the regional and global strategies.
- Ensure that the Country Offices have a quality, multi-sectoral humanitarian and development programs reflecting global strategic plan and regional priorities
- Support and create opportunities for high-quality, integrated programme design and research amongst the regional technical experts, including evolving the Nexus programming and localisation agendas.
- Support country offices in the development of innovative programs, and knowledge sharing across and between regions.
- Represent Save the Children in regional program and technical fora and with donors of regional development and humanitarian projects.

Strategic regional donor engagement and resource mobilization

- Ensure new programmes and projects are built on a strong evidence base resulting from learning, drawing on needs assessments and situational analyses that include participation of children and other stakeholders
- Manage the needs/requests of SC members, donors and external partners to ensure quality results in programming
- Actively contribute to the regional funding strategy by working closely with the Regional ResMob head and SMT on donor engagement, establishing a vibrant funding pipeline and working collaboratively with Members to generate new opportunities and write proposals
- Introduce innovative approaches to secure flexible funding to invest in quality, evidence and learning
- Work closely with the Director of Operations to ensure program quality standards are established throughout the project cycle and across the portfolio, including operational research to inform program improvements
- Present the programmatic work of the COs and Regional Office to Members and interested donors.
- Support the establishment and management of strategic partnerships in collaboration with AACM and other SMT colleagues.

Strengthen Technical Expertise across the region

- Lead on the identification, portfolio development and appointment of appropriate technical expertise at the regional level to support country offices and the Regional Programme Priorities.
- Ensure resourcing for thematic expertise with a focus on regional priorities;
- Lead the regional Technical Assistance brokerage function, ensuring that TA matches program demand and need, while drawing on and contributing to the Global Expertise and Humanitarian Surge Platform (GEHSP) with a special focus on building national staff capacity.
- Develop a systems approach for capacity building of technical staff, particularly in supporting career pathways of national staff to take on thematic leadership in the region; aligning with global initiatives on technical expertise career development.
- Ensure resourcing for regional and country office technical expertise in line with global principles and resource allocation.
- Drive and support processes to align and coordinate Member technical assistance, including promoting Save the Children identified Common Approaches for country and regional programmes.
- Identify and develop regional talent as potential successors for senior leadership roles to further

**SAVE THE CHILDREN
INTERNATIONAL PROGRAMS
ROLE PROFILE**

enhance evidence-based program quality work in the region.

Establish world-class Monitoring, Evaluation, Accountability and Learning (MEAL) systems and practice

- Generate leadership support for MEAL and appropriate resourcing of MEAL functions so that all country offices can clearly demonstrate outcomes and impact for children.
- Ensure monitoring and evaluation systems are used effectively to communicate impact and performance in all programme settings, including Humanitarian response.
- Drive effective collaboration between MEAL staff, Technical Specialists, Technical Advisors and program implementation teams to develop log frames, indicators, implementation plans, quality benchmarks, monitoring and evaluation frameworks and related tools.
- Work closely with country office colleagues to implement efficient and effective accountability systems, especially for engaging children in feedback mechanisms, drawing on digital options to consolidate and respond to actions.
- Provide tools and incentives to ensure that MEAL works with programme and operations teams to collect high-quality data for programme design and decision making, including needs assessments, baselines and human-centred design approaches.
- Support program learning and knowledge management within ESA, linking to the Global Breakthrough teams, the Research & Evidence Director and Members, along with the global working group on Knowledge.
- Coordinate with country offices and regional office advocacy colleagues, in alignment with Global Breakthrough teams, to drive a regional research and learning agenda, ensuring evidence generation based on regional thematic and cross-thematic priorities is documented and shared.
- Create a culture of learning and of putting a premium on measuring and demonstrating outcomes and impact for children.
- Champion the roll-out and use of the global PMM/PRIME system for monitoring programme design, delivery and learning.

Knowledge Management

- Actively promote learning and sharing between CO staff in the Region through innovative mechanisms
- Ensure from relevant best practice and assessing performance regularly against agreed programme objectives and indicators
- Ensure a strong monitoring, evaluation, accountability, and learning system is in place enabling the country programme to learn from experience and influence external policies and actors.

People management and development:

- Effectively develop and lead a high performing team with an innovative and integrated work approach.
- Support CO Program Directors by systematically, establishing and maintaining a robust community of practice and serve as a matrix manager on issues related to program impact and quality,
- Manage the PQI team; define expectations, provide leadership and technical support as needed
- Develop talent among direct reports through an effective use of the Develop to Perform and Talent Review systems.
 - Identify and develop regional talent as potential successors for senior leadership roles to further enhance evidence-based program quality work in the region.

SKILLS AND BEHAVIOURS (our Values in Practice)

Accountability:

- Holds self accountable for making decisions, managing resources efficiently, achieving results together with children and role modelling Save the Children values

**SAVE THE CHILDREN
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- Holds the team and partners accountable to deliver on their responsibilities – giving them the freedom to deliver in the best way they see fit, providing the necessary development to improve performance and applying appropriate consequences when results are not achieved

Ambition:

- Sets ambitious and challenging goals for self and team, takes responsibility for own personal development and encourages team to do the same
- Widely shares personal vision for Save the Children, engages and motivates others
- Future oriented, thinks strategically and on a global scale

Collaboration:

- Builds and maintains effective relationships, with own team, colleagues, members, donors and partners
- Values diversity, sees it as a source of competitive strength

Creativity:

- Develops and encourages new and innovative solutions
- Cuts away bureaucracy and encourages an entrepreneurial approach

Integrity:

- Honest, encourages openness and transparency
- Displays consistent excellent judgement

QUALIFICATIONS AND EXPERIENCE

- Master's degree or beyond in a relevant field.
- Excellent written English and Spanish language skills required, French is a plus
- Extensive (15+years experience in senior level leadership role(s) ideally in a large and complex international NGO or organization
- Extensive international experience in the LAC region and beyond.
- Substantial programmatic support and implementation expertise,.
- Demonstrable record of accomplishment of leading substantial change – maximising benefits and minimising risks.
- Experience of building, leading and developing programmatic staff with different backgrounds and expertise.
- Experience working on projects funded by a variety of donors.
- Experience of building personal networks at senior levels, resulting in securing significant new opportunities for the organisation.
- Ability and willingness to change work practices and hours in the event of major emergencies
- Willingness to travel in developing countries.

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