

## **PORTFOLIO LEAD- INCOME SECURITY (Re-advertised)**

<b>Location</b>	Global
<b>Department</b>	Global Impact
<b>Reports to (Line Manager)</b>	Director of Global Impact
<b>Grade</b>	UK Grade F or equivalent according to location / type of contract
<b>Contract Type</b>	Open-ended

### **About HelpAge**

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HelpAge International works with partners and a diverse global network of more than 170 organisations over 90 countries, supporting millions of older people to live safe, dignified, and healthy lives. Through our partnership and collaborations, we work to ensure the inclusion of older people across society and strive to deliver a just and fair world for everyone, whatever their age.

Our work is driven by our desire to deliver real impact for older people, to be inclusive, to work in partnership and to learn from our shared experience. Our 2030 strategy Ageing in a Just World sets out how we will work together to shape the future we all share. By ensuring that all our work promotes wellbeing, dignity and voice, we can be a positive influence in the lives of current and future older people.

HelpAge International is entering into an exciting phase of its evolution as we fundamentally transform what we do, how we do it and how we are organised. Driven by our commitment to the localization agenda, we are evolving the way we partner and deliver value at the country and local level. In the coming 3 years, we will localize our country offices and programmes, and develop new and diverse forms of partnerships globally. We seek to give primacy to local agents for change. To this end, we will replace all programmes delivered by HelpAge staff and resources on the ground with implementation by partners. This will apply across all our work -humanitarian and long-term development. Going forward, our value is framed around supporting, convening and thought leadership. A key way of creating value and bringing impact is collaborating across boundaries and by bringing different perspectives, skills and talent together. We will deliver our work through agile teams and a global operating model, with regional roots, to focus on impact and maintain the relationships at the national level to help build collaborations and support others to set their own agendas.

## About the Portfolio / Department

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The Global Impact Department contributes to the 2030 Strategy as follows –

- To achieve positive impact on well-being, dignity and the voice of older people by inspiring a movement for change, through implementing the strategic approach of support, convene and thought leadership.
- Leading, advocating and partnering on initiatives that support and transform systems, challenge attitudes and social norms, and influence laws, policies and practice at national, regional and global level

## About the team

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The four focus areas for the teams are Inclusive Humanitarian Action, Healthy Ageing, A society for all ages and Income Security. Each of these teams work together and separately, with the following remit –

- Responsible for thought leadership on the four focus areas of 2030 strategy and differing approaches and challenges at a regional and national level.
- In cooperation with Transformation team, lay the groundwork for the emergence of global portfolios and shift to partner-led programming
- Identify and develop new programmatic opportunities to deliver impact for older people in countries with partners.
- In collaboration with the Business Development and Transformation Teams develop, test and iterate non-traditional opportunities that deliver impact for older people, increased reputation and diverse sustainable revenue stream for HelpAge
- Identify, develop and deliver the technical expertise and advocacy opportunities to promote
- HelpAge's thought leadership within and beyond the sector.
- Participate in and create opportunities to convene relevant stakeholders in global campaigns to increase the focus on older people and issues related to ageing.
- Through partner led programming building evidence & learning to develop initiatives and utilise platform to support drive for longer term sustainable change through influencing and advocacy at the national level.

## Key areas for impact/influence and responsibilities

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These outline the broad areas of responsibility in the role, but in collaboration with your colleagues you will be able to shape and design specific activities that are relevant at any point in time. We want you to work creatively to deliver impact and respond to relevant opportunities.

With your colleagues you will develop your team workplan to drive initiatives,

develop ideas, as well ensure there is space for cross organisational working and short-term tasks. From this you will devise your individual workplan that will form the basis of your day to day activities and your performance reviews.

As Portfolio Lead – Income Security you will –

- Develop and deliver an Income Security strategy in line with HelpAge’s 2030 strategy [Improve income security - HelpAge International](#)
- Build and shape a portfolio of diverse age-inclusive commercial and non-commercial initiatives and partnerships that can bring together multiple stakeholders to create and/or promote income security initiatives that increase older people’s independence and sense of purpose.
- Build HelpAge’s reputation as the partner and collaborator of choice within the public, private and INGO sector for age-inclusive action.
- Engage with external stakeholders and advocate policies at national and global level to promote income security of older people .
- Lead the work of the team to strengthen capacity and interventions across the HelpAge International network and partners to prepare and respond to the needs of older men and women.
- Build HelpAge’s reputation as the partner and collaborator of choice within the public, private and INGO sector for age-inclusive action.
- Ensure that the team deliver Partner-led programmes with prompt quality support and assistance
- Effectively manage the income security team and ongoing projects and develop new initiatives

## **Skills and experience required**

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You will be someone with:

- Degree or equivalent in experience in public policy, social protection, employment creation, financial service programming or policy making in development/humanitarian contexts or equivalent experience in commercial settings
- Ability to conduct and deliver thorough analysis, research, report writing and dissemination of information to a broad range of audiences.
- Experience of policy development, dissemination, and advocacy.
- Demonstrable skills and/or experience in working with or influencing decision-makers, national governments or international institutions (e.g. UN agencies like ILO, FAO and donors like DFID/FCDO, BMZ, USAID EU ,)
- Demonstrable skills and/or experience in public presentation and speaking.
- Proven ability to work collaboratively and dependably with colleagues and in a way that encourages experimentation, learning and agency.
- Substantial knowledge of and/or experience in all aspects of Programme Cycle Management
- Previous experience of managing a globally dispersed team
- Experience in at least one of HelpAge’s regions of operation – LAC, Africa, Eurasia & Middle East, Asia Pacific

## Key Behavioural Competencies

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At HelpAge International, we believe in the importance of empowering our people to be change makers and leaders at all levels. We expect our people to embrace and live our values, challenging themselves every day to identify issues that are most important to older persons and their communities, and to make an impact that matters.

In addition, as an HelpAge employee you are expected to:

Competencies	Description
Working Collaboratively with Others	Work collaboratively, building mutual trust and respect, with external organisations and partners to achieve our strategic aims and objectives; being accountable for the work we do together.
Adaptability and Flexibility	Adapt to new directions or opportunities arising within the organisation and in our work area; being flexible in our role, constantly using the feedback to learn more and evolve further.
Supporting and Facilitating Change	Lead behavioural and cultural change through embracing a supportive, collaborative and highly inclusive environment where everybody feels supported, respected and engaged.
Extend HelpAge's Reach and Impact	Extend HelpAge's reach and impact by creating and identifying new business development opportunities and building relationships with new partners.
Diversity and Inclusion	Lead and promote a culture of including the voices of older people across our support, convening and thought leadership roles, in a way that is transformative, empowering and highly inclusive of those marginalised by gender, economic status, disability and other factors of discrimination.
Leading Others (for managers)	Demonstrate strong leadership to own unit/department and manage people in a well and reputable manner. Create an atmosphere of trust and an enabling environment where staff can contribute their best and develop their potential.

## Safeguarding

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HelpAge International is committed to safeguarding the communities with which we work, our partners, staff and any others who we come into contact with. The post holder will also be responsible for:

- Preventing harm and abuse from our people, operations and programmes to anyone that encounters our work.
- Reporting all safeguarding incidents you see, hear, hear about or suspect, using our internal reporting mechanism.
- Complying with all safeguarding framework policies and practices.
- Completing mandatory training courses relating to our safeguarding policy framework and complying with HR vetting procedures.

### **SAFER RECRUITMENT**

All employments at HelpAge International will be subject to satisfactory references and appropriate screening checks, which can include misconduct disclosure schemes and terrorism finance checks.