

# act:onaid Job Description and Person Specification

<b>Job Title:</b>	Financing For Development & Economic Justice Policy Advisor		
<b>Directorate/Cluster:</b>	Programmes and Global Engagement	<b>Unit/Team:</b>	Civic Participation and Public Services Team
<b>Grade and Salary:</b>	E	<b>Contract Type:</b>	I YEAR
<b>Location:</b>	Hub office (Johannesburg, Nairobi or London)	<b>Budget Holder:</b>	No
<b>Reports to:</b> <i>(incl matrix reporting)</i>	Head of Civic Participation and Public Services Team		
<b>Direct Reports :</b>			
<b>Matrix Reports:</b>			
<b>Operational Remit:</b>	Global <input checked="" type="checkbox"/> Regional <input type="checkbox"/> Country Specific <input type="checkbox"/> Global Secretariat X		
<b>DBS (CRB) / Police Check:</b>	Yes <input type="checkbox"/> No <input type="checkbox"/>		
<b>Job Role</b>			
<b>Role Overview:</b>	<p>You will lead and coordinate ActionAid's policy work and external engagement on financing for development &amp; economic justice with a particular focus on tax, debt and austerity and their impact on the financing of gender responsive public services, social protection and environmental polices. You will help ActionAid transition from its present strategic implementation framework (SIF 1) to the new SIF2 through the course of 2021, contributing to the continuing urgent responses to Covid, with a view to increasing public and media engagement on critical finance issues. Crucially you will help ActionAid deepen its connections with key allies and movements as we collectively work to maximise the opportunities to use this year as a turning point – ending 40 years of neoliberalism and working to build forward green and feminist – supporting economic policies that will care for people and the planet. You will play a key role in tracking the policies and practices of the IMF, WB, G20 and regional banks. You will connect with ActionAid's programmes across 45 countries and promote coherence between our local programmes, our national policy and advocacy work and our international engagement.</p>		
<b>Areas of Responsibilities</b> <i>(Please list the key responsibilities for this role in about 6 key performance areas)</i>	<b>Key Activities</b> <i>(Please list all the key activities under each responsibility in no more than 5 bullet points. Ensuring that they are specific to the key performance area)</i>		
<b>1. AAI Values Practice &amp; Strategy Change Priorities</b>	<ul style="list-style-type: none"> <li>• <b>Leading Innovation and Change</b> Establish a culture of excellence in respective team that values experimentation and continuous improvement</li> <li>• <b>Feminist Leadership:</b> Championing feminist leadership principles and values including commitment to diversity and inclusion (race, gender, power)</li> <li>• <b>AAI Values Practice:</b> Ensure personal and team culture that demonstrates all of AAI values including: Mutual Respect, Equity and Justice, Integrity, Solidarity with People Living in Poverty and Exclusion, Courage of Conviction, Independence and Humility</li> </ul>		
<b>2. Supporting transition processes in ActionAid</b>	<ul style="list-style-type: none"> <li>• Supporting the development of new frameworks for operationalising ActionAid's Strategic Implementation Framework 2021-2023 agenda on system change for economic and climate justice, together with countries and global secretariat colleagues.</li> </ul>		

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	<ul style="list-style-type: none"> <li>• Providing strategic policy advice to finance work undertaken as part of ActionAid's accelerated Covid response across the federation to – particularly the work on debt and tax, identifying key opportunities to maximise public engagement, external communications and creative campaigning.</li> </ul>
<p><b>3. Engaging with the International Finance Institutions (esp IMF) and key international financial initiatives</b></p>	<ul style="list-style-type: none"> <li>• Tracking IMF advice on fiscal consolidation / austerity, their use of public sector wage bill constraints and policies relating to climate finance / climate justice and the care economy (following up work from Who Cares for the Future report and The Pandemic and the Public Sector report)</li> <li>• Organising high profile / coordinated events at IMF / WB spring and annual meetings to challenge the return to austerity and promote alternatives (including on debt / CDRs etc)</li> <li>• Working with key allies in public sector unions (PSI / EI) to popularise resistance to IMF influence</li> <li>• Supporting engagement with the IMF (and G7 / G20) on the use of Special Drawing Rights</li> <li>• Offering strategic advice on new financial initiatives connected to climate justice or Covid recovery</li> </ul>
<p><b>4. Strategic engagement with countries on finance issues</b></p>	<ul style="list-style-type: none"> <li>• Supporting ActionAid countries to understand key issues on development finance and the power / influence multilateral and bilateral players like the IMF, USA, EU, or China.</li> <li>• Collating evidence on the impact of IMF policies advice in respect of austerity and public sector constraints – translating this into the impact on frontline services for women and youth – and promoting alternatives</li> <li>• Supporting OSF projects on alternative economic thinking and resisting public sector wage constraints</li> <li>• Supporting and connecting with the Tax Justice Working Group and the work of various Tax and Education projects (including the new Tax and Education Alliance).</li> <li>• Offering strategic advice on financing to countries working on climate justice issues</li> <li>• Advising on Covid budget tracking work being undertaken in different countries</li> </ul>
<p><b>5. Providing strategic advice on debt and supporting the debt cancellation movement</b></p>	<ul style="list-style-type: none"> <li>• Keeping on top of major development in debt negotiations including in G20, G7, IMF, the EU, etc</li> <li>• Connecting with key allies in the debt movement to make the case for debt cancellation in the context of Covid.</li> <li>• Connecting with youth and women's movements to broaden alliances of the debt movement.</li> </ul>
<p><b>6. Supporting strategic research and alliance building on financing issues</b></p>	<ul style="list-style-type: none"> <li>• Helping to design and oversee strategic research on financing for development and economic justice issues, drawing on ActionAid's feminist research guidelines</li> <li>• Connecting with movements that are concerned with challenging austerity / neoliberalism and that are advancing progressive feminist alternatives that care for people and the planet.</li> </ul>
<p><b>7. Representing ActionAid on finance issues in different forums and with the media</b></p>	<ul style="list-style-type: none"> <li>• Representing ActionAid in key policy forums</li> <li>• Prepare for and represent ActionAid's work on finance issues with print, radio, TV and online media / social media.</li> </ul>

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<b>Education, Language &amp; Qualifications</b>	<p>Either an advanced University degree or more than 7 years experience in a senior policy leadership role. Excellent command of English and excellent policy research and writing skills.</p>	
<b>Essential Knowledge, skills and Experience</b>	<ul style="list-style-type: none"> <li>• Demonstrable experience working in a multicultural context / environment,</li> <li>• Practical experience of engaging in social justice activism, with strong skills in policy advocacy and influencing decision making from national to global levels</li> <li>• At least 10 years' experience in a leadership role/s managing people or cross country/functional teams on development finance or public service issues, of which at least 5 of these years should be working at international level, yet strongly grounded in realities of doing civic participation and public services work directly with poor and excluded women.</li> <li>• Comprehensive understanding of rights-based approaches to financing and public services and ways of linking programme practice to policy and campaigning work.</li> <li>• Strategic thinker and innovator, able to spot trends and opportunities before others and translate these into practical interventions</li> <li>• Excellent advocacy and networking skills and connections at international or regional level for advancing AAI's influencing agenda;</li> <li>• A strong personal public profile in public services movements and circles.</li> <li>• Dynamic, participatory leadership style with superb negotiating and influencing skills, with proven ability to negotiate among stakeholders with strongly diverging interests to get results without line management authority.</li> <li>• Exceptional verbal and written communication skills in English, ability to persuade and motivate through communication.</li> <li>• Strong team player, able to work closely with others (often from a distance) to meet tight deadlines and multiple priorities; able to build and inspire high-performing multi-cultural teams.</li> <li>• Successful track record of fundraising, including for policy influencing work as well as operational work.</li> <li>• A strong commitment to develop, promote and practice AAI's vision, mission, values, and strategy</li> </ul>	
<b>Desirable Knowledge, skills and Experience</b>	<p>One or more other international language (preferably French, Spanish, Portuguese or Arabic)</p> <p>Gender &amp; macroeconomic expertise</p> <p>Climate justice financing expertise</p>	
<b>Competency Profile</b>		
<b>Leading Organisation</b>	<b>Strategic Perspective</b>	<p>Demonstrate alignment of the Organisation's strategic priorities and goals.</p>
	<b>Change Management</b>	<p>Uses effective strategies to facilitate organisation change initiatives and overcome resistance to change by involving others, listening and building commitment.</p>
	<b>Decisiveness and Agility</b>	<p>Prefers quick and appropriate actions in many management situations, able to adapt and respond to fast changing eco system/environment</p>
<b>Leading</b>	<b>Leading Teams</b>	<p>Attracts, motivates, and develops high performing teams.</p>

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	<b>Building Collaborative Relationships</b>	Builds productive working relationships with co-workers and external parties, whilst valuing diversity (gender, race, culture).
	<b>Communication</b>	Expresses ideas clearly and concisely; disseminates information about decisions and plans proactively.
<b>Leading Self</b>	<b>Leading with Purpose and Credibility</b>	Acts in accordance with stated values; has strong commitment to develop, promote and practice AAI's values
	<b>Innovation and Taking Initiative</b>	Takes charge and proactively seeks new ideas, experiments with new processes/practices that capitalizes on opportunities