

**SAVE THE CHILDREN INTERNATIONAL
ROLE PROFILE**

TITLE: SBC Advocacy and Campaigns Coordinator	
TEAM/PROGRAMME: Advocacy and Campaigns/Tanzania Country Office	LOCATION: Dar es Salaam with travel
GRADE: 3	CONTRACT LENGTH: 3 months, with possibility of extension
<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 Social Behaviour Change, Advocacy and Campaigns Coordinator is responsible for designing and delivering innovative SBC strategies as well as advocacy and campaign products to support CO ACCM agenda, increase visibility and create a positive public image of Save the Children in Tanzania. The function will collaborate with others in the organization to achieve brand consistency in line with organizational policy standards and donor requirements.</p> <p>The Campaigns and Communication Coordinator will also coordinate the implementation of annual advocacy and campaign plans, based on a country strategic goals and in alignment with the Global Strategy and Campaign Plans. Support the design and delivery of advocacy plans and activities within Save the Children's projects and programmes.</p>	
<p>SCOPE OF ROLE:</p> <p>Reports to: Head of ACCM and SBC .</p> <p>Staff directly reporting to this post: None at present</p> <p>Dimensions: Save the Children has been operational in Tanzania since 1986 providing support to children through developmental and humanitarian relief programmes delivered in support of Government of Tanzania priorities and policies both directly and through local partners. Current programming focuses on child protection, child rights governance, education, health & nutrition and emergency response. In 2012, as part of a global reorganization process, Save the Children combined programmes of SCUK, SCUS, SC Sweden to create a single operation in Tanzania. We currently have an operational presence in Dodoma, Rukwa, Iringa, Morogoro, Zanzibar, Songwe, Kigoma and Dar es Salaam and we work through partners in other parts of the country.</p> <p>Working contacts:</p> <p>Internal: ACCM and SCB team, Information and Technology Officer, Programs, Operations and departmental leads, consultants and visitors.</p>	

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External: media, service providers, national and local authorities, and partners including children

KEY AREAS OF ACCOUNTABILITY:

Social Behaviour Change

- Support the strategic vision for social and behaviour change and the use of communication to create that change linked to improved Nutrition, WASH, Health, Education, Protection and Agriculture outcomes;
- Based on research findings and stakeholder consultations, coordinate with the technical team and support the development of evidence-based nutrition, health and SBCC tools and materials.
- With support from the Head of ACCM and SCB, provide technical oversight for the design, development, and implementation of all nutrition, health, and SBCC tools and training materials in collaboration with government and relevant stakeholders to maintain a quality and consistent approach across all target areas and technical interventions.
- Coordinate the development of the project's social and behavior change communication activities that will range from print and audio supports, to advocacy materials to promotional print & TV, to mobile technologies;
- Work with the creative agencies / consultants/ print houses hired by MSNA to develop the project materials ensuring that the agency has what they need to move forward materials production in a timely manner and the agency is providing timely and quality deliverables;
- Work with monitoring and evaluation experts to develop and help track critical indicators of SBCC implementation and uptake and behavior change at the community level;
- Ensure CO SBC project strategies and learnings inform and complement MOH integrated multisectoral SBC strategic plan and direction.
- Build local capacity of project teams to design high impact interventions based on the social and cultural context as informed by research findings.
- Provide technical support to project teams to develop evidence-based and behaviour centered SBC approaches, tools and information, education, and communication materials.
- Support on the development of project's social and behaviour change communication annual work plans and reports.
- Coordinate the identification of SBC learnings to be shared in technical working groups at international, national, regional, and local level policy foras.
- With guidance from the Head of ACCM and SBC, provide technical support to project team to implement multi sectoral(Health, nutrition, WASH, education and child protection) SBC approaches

Advocacy

- Support project teams to effectively deliver advocacy and campaign activities within program areas – more specifically on Education, Child Protection, Child Rights Governance, Health & Nutrition.
- Lead the implementation of evidence-based and child-led advocacy initiatives that aim to have evidenced impact on the lives of children and their families.
- Develop core national-level campaigns on ending violence against children and access to quality and safe education.
- Lobbying and relationship-building with policy-makers, officials and other key stakeholders.
- Develop talking points, messages, speeches, briefing papers and other advocacy material.
- Conduct stakeholder analysis, map out the work, interests and plans of other stakeholders in

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respect to identified area of advocacy and ensure effective collaboration with like-minded organisations.

- Represent SCI in Tanzania at relevant external meetings, platforms, working groups and fora, with a range of stakeholders including government, line ministries, donors and partners
- Position Save the Children nationally as the leading advocate on children's rights in Tanzania.
- Provide technical support and input in project design, resource mobilisation and donor engagement. In consultation with children, communities, local government authorities, non-state actors, and relevant national technical departments.
- Ensure that new proposals define activities and include realistic implementation plans and budgets for Advocacy & Campaigning activities.
- Support the development and implementation of effective and systematic ways of communicating lessons, good practices, evidence of changes and use them to influence thinking, policy and practice at community, partners, donors and general population levels etc.
- Share learnings and evidence generated across thematic areas within the CO, and when necessary, with external audiences as well.
- With support from the Monitoring, Evaluation, Accountability, and Learning (MEAL) team, ensure adequate ongoing monitoring and evaluation of all Advocacy and Campaign project activities.
- Ensure that the Global Results Framework, Global Advocacy and Campaign indicators, and all Save the Children member requirements are applied to and integrated within project activities.

National Campaigns:

- Lead and coordinate the delivery of the Every Last Child campaign, providing leadership and supporting area program teams
- Lead the designing and implementation of Every Last Child campaign activities taking advantage of key moments to deliver on the CO campaign objectives.
- Build and maintain effective, collaborative strategic relationships with Save the Children's campaigns team, including those in the Regional Office, and programme teams, ensuring consistent and high quality outputs.
- Identify and lead innovative campaign partnerships and coalitions, building and managing strategic relationships to achieve greater impact for our work.
- Coordinate Save the Children Tanzania's engagement in regional and global campaigns through contribution of stories, videos, photos etc. to highlight Country office within such initiatives
- Accountable for the development and dissemination of Every Last Child campaign products targeted at various audiences

Internal and External Communications

- Support ACCM team in the development, positioning, presentation and content of case studies, photos, messaging, fact sheets and multimedia for Save the Children's key public audience.
- Work closely with the program teams and the Programme Development and Quality Director, Head of ACCM and SBC and Country Director on the conceptual design, graphic design, and production of materials for fundraising, campaigns and publicity
- Support the production of external targeted products on an ad hoc basis as necessary and requested by the supervisor.
- Work with the Communication and Media Officer to Manage social media platforms and website to ensure regular updating of quality materials and consistency inline with SC policies

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and procedures. Would be required to collaborate with teams to ensure accuracy of information on responding to public opinions.

- In collaboration with Communication and Media Officer, support the program team in preparing communication products project briefs, report highlights, operational highlights etc. for the country office and field offices as requested.
- Provide support to content and layout of creative promotional materials such as leaflets, fact sheets, info graphics, creative audio visual information, brochures and other communications materials.
- Coordinate and support the country office team in rolling out the Save the Children brand across field offices, and projects ensuring brand quality and consistency

Documentation and Information Management:

- Accountable for the documentation and dissemination of internal success stories, program outputs
- Responsible for consistent and effective flow of information of relevance to Save the Children's activities, keeping relevant teams up to date on all developments internally and externally.
- Responsible for country office staff in monitoring external information sources (news sources, products, partner products etc.) relevant to Save the Children's work in Tanzania, synthesize and share relevant briefs as appropriate.

COMPETENCIES

Networking(Skilled Level)

- Actively participates in networks to access and contribute to good practice
- Gathers and distributes organizational intelligence maintains and develops a range of contacts and keeps them informed
- Knows what is needed from contacts and what they need to benefit from the relationship too

Applying technical and professional expertise (Skilled level)

- Delivers work that reflects good knowledge and application of technical and professional standards
- Keeps up to date with trends in the work area/sector
- Maintains ethical and professional behaviour in accordance with relevant Save the Children codes of conduct

Working effectively with others (Skilled level)

- Actively listens to new and different perspectives and experiences of those they work with
- Proactively supports team members and trusts their capabilities
- Demonstrates understanding of their skills and how they complement those of others within diverse teams and groups
- Clarifies their role and responsibilities within the team to maximize impact

Innovation and Adaption (skilled level)

- Able to list processes and procedures in work unit/ department that could be improved.
- Capture learning after completing tasks or activity and identify ways it could have been done differently.
Able to engage teams and open to suggestions about how to improve ways of doing things.

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Communicating with Impact (accomplished level)

- Conveys complex issues with clarity, brevity and confidence
- Promotes dialogue with key stakeholders through active listening and effective questioning
- Adapts communication style to maximise support and engagement
- Advises others on different approaches to influence key stakeholders
- Seeks out new methodologies for communication to engage new audiences

BEHAVIOURS (Values in Practice)

Accountability:

- holds self-accountable for making decisions, managing resources efficiently, achieving and role modelling Save the Children values;
- 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 themselves and their team, takes responsibility for their own personal development and encourages their team to do the same;
- widely shares their personal vision for Save the Children, engages and motivates others
- future orientated, thinks strategically and on a global scale;

Collaboration:

- builds and maintains effective relationships, with their team, colleagues, Members and external partners and supporters;
- values diversity, sees it as a source of competitive strength;
- approachable, good listener, easy to talk to;

Creativity:

- develops and encourages new and innovative solutions;
- willing to take disciplined risks;

Integrity:

- honest, encourages openness and transparency; demonstrates highest levels of integrity;

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QUALIFICATIONS AND EXPERIENCE

- Degree in relevant field such as Graphic Design, Mass/media Communication, Marketing social science or a related field
- 5 Years working experience in communications, documentation or advocacy
- Strong understanding of approaches for communicating information to a wide range of audiences.
- Advanced proficiency in design software including Adobe Photoshop, Adobe Illustrator, InDesign
- Ability to multi task, work under pressure and to meet tight deadlines, responsive to external requests and strong team player.
- Excellent communication skills with excellent command of the English language. Knowledge of written and spoken Kiswahili is desirable.
- Ability to review and edit reports and products (in English) for dissemination and publications.
- Experience identifying target audiences and devising promotional and campaign strategies to engage, inform and motivate current and potential partners
- Willing and able to travel time to all parts of the Tanzania mainland, and Zanzibar to support field teams as necessary

Additional job responsibilities The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience.

Equal Opportunities The role holder is required to carry out the duties in accordance with the SCI Equal Opportunities and Diversity policies and procedures;

Child Safeguarding: We need to keep children safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse.

Safeguarding our Staff: The post holder is required to carry out the duties in accordance with the SCI anti-harassment policy

Health and Safety. The role holder is required to carry out the duties in accordance with SCI Health and Safety policies and procedures.

[**APPLY HERE**](#)

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Head of ACCM (Advocacy, Campaigns, Communications and Media) and SBC (Social and Behaviour Change)	
TEAM/PROGRAMME: Country Director	LOCATION: Dar es Salaam
GRADE: 2	CONTRACT LENGTH: 1 year renewable
<p>Child Safeguarding: Level 3 - the responsibilities of the post may require the post holder to have regular contact with or access to children or young people.</p>	
<p>ROLE PURPOSE: Head of ACCM & SBC will take overall responsibility for the strategic direction, leadership and coordination of Save the Children Tanzania's Policy, ACCM and SBC strategies across all our thematic areas. S/he will work to advance Save the Children's policy positions, influence decision-makers, both at national level and internationally, provide technical oversight and guidance on social behaviour change across sectors and during resource mobilization. The post holder will shape and implement Save the Children's efforts to influence and bring about change in the awareness, attitudes, behaviours and policies related to the rights of children in Tanzania. The incumbent will be the focal point at the national level for coordinating efforts on drafting, implementation and periodic progress review of the country office advocacy strategy, in addition to providing practical support to, and strengthening the capacity of thematic Technical Specialists and field-based advocacy focal points working at regional, and district levels. In addition, s/he will oversee a team handling internal and external communications, including media engagement, and enquiries regarding Save the Children in Tanzania in consultation with the Country Director. Finally, the post has management oversight of advocacy campaigns with a special focus on Save the Children's campaign on ending child marriage, corporal punishment, climate change as well as issues of exclusion and discrimination, inequality, and the removal of critical barriers to survival, learning and protection for millions of excluded children. He/she will develop monitoring and measurement systems for the campaign, including case studies, reports, and results of the advocacy efforts in Tanzania. The position also includes fundraising and resource development for advocacy and campaign activities in all Save the Children programs.</p>	
<p>SCOPE OF ROLE: Reports to: Country Director</p> <p>Staff directly reporting to this post: three; SBC, Advocacy and Campaigns Coordinator, Project Advocacy and Campaigns Officer, Communication and Media Officer</p> <p>Key staff engaging directly with this post: Country Director, Programme Development and Quality Director, Thematic Technical Specialists (Health, Nutrition, Education, Child Protection, Child Rights Governance (CRG); Area/Programme Managers and Officers, and field based ACCM focal persons.</p> <p>Role Dimensions: The role works across all functions/department of the country office, and leads engagement on subject matters with colleagues from region, global and Save the Children member offices. The role will engage and represent the organisation with senior level external stakeholders in government, donors, and partners. He/she will also provide direct technical support to relevant consortium partners.</p>	
<p>KEY AREAS OF ACCOUNTABILITY:</p> <p>Advocacy</p> <ul style="list-style-type: none"> • Position Save the Children as the leading organization for children's issues in the country, with child rights at the core of the advocacy work. • Provide overall leadership, vision, strategic direction, management and reporting of the Save the Children advocacy work across thematic areas and ensure that advocacy is an integral part of Save the 	

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Children's Theory of change and part of country strategic Plan (CSP), the Country Annual Plan (CAP) and programming strategies

- Develop and lead the implementation of an advocacy strategy to guide Save the Children's work in Tanzania, working closely with thematic TS and other Programme Development & Quality (PDQ) team members to encompass issues such as (but not limited to) rights violations, investment in children, access to quality healthcare, emergency response and humanitarian access, child protection, education (including in emergency situations), as well as long-term needs of affected populations, and addressing a wide range of audiences.
- Identify policy and practice change that will promote and protect the rights of children.
- In collaboration with thematic Technical Specialists (TS), define key advocacy opportunities and targets at national and regional levels.
- In collaboration with CRG and other thematic Technical Specialists ensure that voices of children form the basis of Save the Children's advocacy strategy.
- Identify and measure indicators for assessing the impact of Save the Children's advocacy work in Tanzania under the approved advocacy strategy.
- Ensure that all advocacy messages, documents and the advocacy strategy are evidence-based drawn from field experience and assessments.
- Ensure that all staff in the country programme are aware of and properly understand the approved advocacy strategy and can actively contribute towards its objectives.
- Provide direct technical support and guidance to field-based advocacy focal points in Dodoma, Shinyanga, Songwe, Rukwa, Iringa, Kigoma, Zanzibar, (Unguja and Pemba) and Dar es Salaam as well as support all emergency response regions.
- Ensure that the Save the Children Tanzania Country Annual Plan and reports have clear advocacy objectives, based on the country's advocacy strategy.
- Draft and support the production of advocacy material to be used at national, regional, pan African and international levels.
- Support the Tanzania Senior Management Team in high-level advocacy work towards national government line ministries, key UN agencies, donors and other agencies.
- Undertake a range of lobbying, communications and other activities to inform and persuade policy makers, including donors and politicians, of the value of Save the Children's policy recommendations.
- Keep a watching brief on policy makers and other key players in relation to children's health, protection, and education issues and identify opportunities to raise awareness, and influence policy change for the benefit of children.
- Build alliances and partnerships with other NGOs in country to influence other organisations/coalitions and undertake coordinated policy driven advocacy, including the ones related to Pan African and global human rights treaties (UNCRC, ACERWC, UPR).
- Contribute to international advocacy strategies and work, within Save the Children, and externally if approved by the Tanzania Country Director, regional and head office/s of SCI.
- Contribute to the development of proposals and ensure that all Save the Children projects have a clearly developed and fully costed advocacy components.
- Develop and maintain a network of external contacts with key individuals in the government, NGO sector, civil society, academia and the media.
- Represent Save the Children at various policy forums and advocacy opportunities at national, regional and international levels.
- Carry out the responsibilities of the role in a way that reflects Save the Children's commitment to safeguarding children in accordance with the Child Safeguarding Policy.
- Support the PDQ Team in the Country Annual Planning process for technical programme inputs for advocacy and changing key policies, attitudes and behaviours to support child rights as per the country office strategic plan and global campaign.

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- Actively participate in relevant internal meetings such as Programme Review Meetings, Weekly PDQ team meetings and/or Field Office meetings, as required. Participate in any donor visit to project(s) linked to advocacy and campaigning.

Campaigns

- Ensure that children are an integral part of Save the Children's campaigning work for and with children
- Develop relationships and work closely with key allies and key coalitions to build a movement for positive changes in the lives of deprived and marginalised children.
- Ensure maximum visibility of Tanzania CO campaign/s within Save the Children and externally.
- Facilitate and lead the development, and implementation of an overall advocacy and campaign strategy in Save the Children Tanzania within the framework of the global campaign.
- Develop communication and campaigning approaches, and materials appropriate for the campaign; develop public communication messages, such as press releases, and policy positions statements appropriate for the campaign; support field-based area programme managers and other programme staff in field locations to mainstream the campaign plan into their programmes at the local level, and to ensure a link between local and national advocacy and policy work on the campaign.

Communications and Media

- Ensure that the Tanzania country programme achieves the global organisational Essential Standards for Communications and Media:
 - *Communications and media opportunities are identified and responded to in order to ensure that Save the Children is a credible source for the media, partners, donors, governments, communities, children and Save the Children staff.*
 - *A Communications and Media Plan is in place and aligned to the:*
 - a) *principles in the Convention on the Rights of the Child (particularly our role in speaking out for and with children)*
 - b) *global internal communications plan and global media plan*
 - c) *Country Strategic Plan 2016-18*
 - *Measures are in place to produce accurate, high quality, user-friendly, child-centered communications and media work.*
 - *Communications and media work are built into annual planning including proposal development and incorporate ways to allocate resources and build capacity (case studies, leaflets, factsheets, promotion materials, press releases, media packs, social media, videos, photos, reports, summary reports, situation reports (sitreps), news)*
- Train key senior staff on communications and media and support the Country Director, and other senior managers in their roles as the Save the Children Tanzania designated spokespersons.
- Draft media briefings, talking points, Q&As, press releases and media statements based on the advocacy priorities identified.
- Work with the Technical Specialists to ensure the collection and documentation of interesting case studies, success stories, lessons learnt from field-based programmes in all locations and sectors, for use in advocacy, and media work and for quality reporting purposes.
- Ensure that any action undertaken to implement communications or media work in country is compliant with Save the Children's global communications and branding standards and has been duly approved by the Save the Children Tanzania Country Director.

Social Behaviour Change

- Serves as part of Save the Children's core project staff for MSNA, but under the strategic guidance and oversight from the SBCC lead partner.

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- Support the strategic vision for social and behaviour change and the use of communication to create that change linked to improved nutrition, WASH, agriculture, health, education and protection outcomes;
- Based on research findings and stakeholder consultations, coordinate with the technical team to lead the development of evidence-based nutrition, health and SBCC tools and materials.
- Provide technical oversight for the design, development, and implementation of all nutrition, health, and SBCC tools and training materials in collaboration with government and relevant stakeholders to maintain a quality and consistent approach across all target areas and technical interventions.
- Provide technical oversight and guidance on gender across all project. The candidate will ensure mainstreaming of gender into project activities during the implementation, monitoring, research, learnings and reporting.
- Ensure gender is systematically and coherently integrated into project implementation strategies, training manuals, IEC materials, data collection and reporting tools
- Coordinate the development of the project's social and behavior change communication activities that will range from print and audio supports, to advocacy materials to promotional print & TV, to mobile technologies;
- Work with the creative agencies / consultants/ print houses hired by MSNA to develop the project materials ensuring that the agency has what they need to move forward materials production in a timely manner and the agency is providing timely and quality deliverables;
- Support project staff to plan, coordinate, and disseminate all MSNA materials required for project activities in a timely manner;
- Work with monitoring and evaluation experts to develop and help track critical indicators of SBCC implementation and uptake and behavior change at the community level;
- Identify potential SBCC capacity needs of MSNA partners and support development of short trainings and/or reviews of SBCC implementation in MSNA with strong learning objectives;
- Serve as the day-to-day liaison between the SBCC lead partner technical assistance and the project social and behavior change communications needs; and
- Ensure CO SBC project strategies and learnings inform and complement MOH integrated multisectoral SBC strategic plan and direction.
- Build local capacity of project teams to design high impact interventions based on the social and cultural context as informed by research findings.
- Provide technical support to project teams to develop evidence-based and behaviour centered SBC approaches, tools and information, education, and communication materials.
- Review project's social and behaviour change communication annual work plans and reports.
- Provide technical support to the MEAL specialist to ensure SBCC indicators are systematically tracked, monitored, documented and learning used to inform programming and adaptations.
- Lead identification of SBC learnings to be shared in technical working groups at international, national, regional, and local level policy foras.
- Provide technical support to project team to implement multi sectoral(Health, nutrition, WASH, education and child protection) SBC approaches

Monitoring, Evaluation, Accountability and Learning

- Develop and track indicators for advocacy and campaigning and SBC especially those aligned with Global Indicators and support partner organisations to review SBC indicators and ensure technical soundness
- Ensure regular monitoring and reporting on the progress of the campaign as per Save the Children requirements and approved plan, including sharing of case studies, special events, and press releases.

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- Ensure development of key messages and delivery of advocacy for child protection, child rights, health, nutrition, and education.
- Work with the technical specialists to ensure robust learning agendas that incorporate ACCM and SBC

Resource Mobilisation

- Identify and research information on new funding opportunities from bilateral, multi-lateral, and other institutional donors for advocacy and to support the global campaign efforts. Use creative approaches to link advocacy with donor priorities, while also effectively influencing the strategies of donors.
- Directly involved in the development of proposals and concept notes for funding the SBC, advocacy, and campaign efforts in the country office. Effectively manage collaboration amongst teams and Save the Children Members when preparing concept papers, including budget development.
- Write sections of proposals that support SBC and advocacy efforts for children for all thematic sectors within our strategic plan and the global campaign.
- Participate in donor meetings, as needed, to foster collaboration and engagement for campaign priorities.

Management

- Ensure all staff are appropriately informed about the global campaign activities and achievements and their role in realising its objectives. This may involve development of regular internal newsletters or updates, field visits to SC operational sites and training in advocacy, and campaigning to key staff and partners.
- Manage budgets, work plans and reporting for any awards related specifically to the country office SBC activities and the global campaign or advocacy, as per the budget holder delegations in Tanzania.

Performance management and capacity building

- Line-manage direct reports (e.g. SBC, Advocacy and Campaigns Coordinator, Project Advocacy and Campaigns Officer, Communication and Media Officer)
- Lead, manage and motivate direct reports, ensure they have clear objectives and receive meaningful feedback on their performance regularly (in line with Save the Children performance management procedures).
- Provide technical support to field staff ACCM focal persons and ensure they have clear work plans for ACCM and SBC.
- Create and maintain a cooperative, and positive working environment where staff have clear roles and responsibilities, participate in decision making, and are supported in progressing towards their objectives.
- Lead on capacity building of staff through coaching, mentoring and training.
- Lead technical oversight to partner organisation for SBC and ensure close collaboration and support between consortium partners and liaise with the member office for technical soundness.

Other

- The post holder will be responsible to fulfil any other duty assigned by the Country Director, within reasonableness.
- Comply with Save the Children policy and practices requirements with respect to health, and safety, child protection, equal opportunities, anti-fraud policy, and other relevant policies and procedures. He/she will endorse and support Save the Children's Child Safeguarding Policy in all activities.

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SKILLS AND BEHAVIOURS (our Values in Practice)

Accountability:

- Holds self-accountable for making decisions, managing resources efficiently, achieving and role modelling Save the Children values
- 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 themselves (and their team), takes responsibility for their own personal development and encourages others to do the same
- Widely shares their personal vision for Save the Children, engages and motivates others
- Future orientated, thinks strategically

Collaboration:

- Builds and maintains effective relationships, with their team, colleagues, members and external partners and supporters
- Values diversity, sees it as a source of competitive strength
- Approachable, good listener, easy to talk to

Creativity:

- Develops and encourages new and innovative solutions
- Willing to take disciplined risks

Integrity:

- Honest, encourages openness and transparency

QUALIFICATIONS AND EXPERIENCE

- A minimum bachelor's degree in an area of social development, political science, media, communications or equivalent.
- Understanding of the development sector, social behaviour change, gender issues and child rights programming in Tanzania.
- At least 8 years of experience of managing SBC, advocacy and campaigns that engage a variety of stakeholders.
- A human rights lawyer, having worked in programming, CSOs environment, marginalized groups such as youth and children background would be an added bonus.
- Proven experience of external representation and direct lobbying of high-level targets.
- An ability to synthesise complex information into concise and compelling policy briefing notes, and advocacy documents.
- Proven experience of using media for advocacy purposes.
- An ability to coordinate and work with diverse groups of people based in multiple locations.
- Good personal organisational skills, including time management, ability to meet deadlines and manage complex workloads and stressful situation
- Demonstrable ability to develop and implement effective campaign strategies, including understanding, and delivery of a broad range of campaign tactics as well as an ability to produce a detailed budget related to the envisaged activities.
- Knowledge and experience of working on policy and advocacy initiatives, and approaches to these.
- Experience of working within networks and coalitions for campaigning purposes.
- Demonstrable ability to communicate effectively both verbally and in writing in English including familiarity with production of detailed reports and strategic plans using Word and PowerPoint.
- Experience in promoting children's rights, including participation in programming, design, implementation and evaluation.
- Experience of working within budget constraints and managing budgets.
- Excellent interpersonal skills and demonstrated ability to lead and work effectively in a team environment.

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- Good knowledge of Tanzanian context.
- Commitment to Save the Children values, including willingness to abide by and enforce the Child Safeguarding policy.

Desirable

- Experience in designing, conducting or supervising research work related to evidence building
- Information Communication Technology advanced skills
- Information graphics design expertise or proven experience

Additional job responsibilities The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience.

Equal Opportunities The role holder is required to carry out the duties in accordance with the SCI Equal Opportunities and Diversity policies and procedures;

Child Safeguarding: We need to keep children safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse.

Safeguarding our Staff: The post holder is required to carry out the duties in accordance with the SCI anti-harassment policy

Health and Safety. The role holder is required to carry out the duties in accordance with SCI Health and Safety policies and procedures.

[**APPLY HERE**](#)