



CAAFAG Reintegration Advisor - Job Description

We are a growing organisation, working with children and partner organisations in challenging environments. We're focused on child protection, education and livelihoods and our projects range from providing short term psychosocial support to children affected by conflict to supporting the development of sustainable child protection systems. The conflict settings where we work range from acute emergencies of Yemen and CAR to the protracted humanitarian crises of DRC and Afghanistan.

A phenomenon we often see in our countries of operation is that of children recruited to serve in armed groups and forces. Either from organised or spontaneous demobilisation these children find themselves returning to their communities, but in need of significant support to reintegrate into society. For several years War Child has been developing programmatic expertise and a global influencing profile in the field of supporting the reintegration of children formerly associated with armed forces and groups. In 2019 we made the decision to distil our lessons learned, develop programmatic tools and enhance our advocacy so that War Child will be in a position to share our experience with the wider sector, donors and other institutions. This role will lead on bringing these elements together and ensuring that War Child has a powerful and influential voice on reintegration.

If you share our values and believe that children's lives should not be torn apart by war, we want to hear from you.

Team and Department:	Policy & Advocacy Team, Programmes & Advocacy Department	Contract Type:	Permanent
Place of Work:	Our office is in Kentish Town, London, a global War Child head office or any War Child country office (dependant on the successful candidate's eligibility to work in that location)	Working Hours:	Full-time is 37.5 hours. This role is open to flexible working including compressed hours and flexi-time.
Reports to:	Head of Policy & Advocacy	Salary:	Circa £44,000 per annum, full-time equivalent if UK-based. If based in War Child country offices, local salary scale and T&Cs will apply.

About us

War Child, the specialist charity for children affected by conflict. For more than two decades we've delivering high-impact programmes that are rebuilding lives across Afghanistan, Iraq, the Democratic Republic of Congo (DRC), Central African Republic and Yemen. We understand children's needs, respect their rights, and put them at the centre of the solution - from reintegrating children formerly associated with armed groups and armed forces (CAAFAG) in the Central African Republic to reuniting children with their families in Afghanistan. **We look forward to a world in which the lives of children are no longer torn apart by war.** This is a vision that can only be realised through the collective actions of children themselves, communities and their leaders, organisations like War Child, governments and key decision makers.

Our values

Bold
We use our passion and creativity to deliver high quality evidence-based work designed to maximise our beneficial impact for children in conflict.

Accountable to children
Children can rely on us to respond to their voices and to treat them with respect and dignity.

Transparent
We expect to be held to account by our supporters and participants and we respond with openness and honesty.

Committed to each other
We support each other to achieve ambitious goals and be the best we can be. We are honest and open, sharing our successes & confronting our challenges.

Our benefits

- **Flexible working** - we recognise the considerable benefits that flexible working can bring and are happy to discuss any possible flexible working options with our employees from hiring. For most roles, the following types of flexibility are usually possible: flexible hours, occasional working from home and compressed hours.
- **Annual leave** – 28 days per year (full-time) rising to 33 days with service, plus bank holidays
- **Pension** - all eligible employees automatically enrolled into a Group Personal Pension Plan with a 5% employer contribution, with minimum employee contribution on a salary sacrifice basis
- **Family leave** – we offer enhanced maternity, paternity, adoption & shared parental leave
- **Health & wellbeing** - employees may take advantage of a healthcare cash plan and a range of wellbeing initiatives and training. In addition, all employees have access to free, confidential one-to-one wellbeing consultations with trained counsellors.
- **Learning & development** - dedicated to the investment in learning and continuing professional development for all our employees
- Range of flexible benefits such a Cycle to Work scheme and season ticket loans.

How to apply

- Please download the application form here: <https://www.warchild.org.uk/who-we-are/jobs>
- Submit a completed application form and a recent copy of your CV to recruitment@warchild.org.uk by 11:59pm on 12/12/2022
- Due to limited resources, we will contact only the shortlisted candidates
- Interviews will be held shortly thereafter
- If you have any questions about reasonable adjustments before or during your application, we welcome the opportunity to talk about what we can do to fairly adapt our process for you. Please share what you're comfortable with to help us put the right support in place, by emailing recruitment@warchild.org.uk. Anything you tell us will be kept completely confidential by our HR team.
- We are unable to provide sponsorship for this post. In order to apply, you must be able to demonstrate your eligibility to work in the country where this role is based.

Contact information

To explore the post further or for any queries you may have, please contact: Rocco Blume, Head of Advocacy & Policy, RoccoB@warchild.org.uk. For general information about working for War Child please visit: <https://www.warchild.org.uk/who-we-are/careers>

Child safeguarding and Adults at Risk

Our work with children and at-risk adults to keep them safe is the most important thing we do. We are committed to the safeguarding of children and vulnerable adults in all areas of our work. We have **zero tolerance** for any behaviours and practices that puts children and/or vulnerable adults at risk of abuse and/or harm. All candidates selected for interview will be asked relevant child safeguarding question(s) during the selection interview. Successful applicants will be expected to be compliant with and sign up to our Child Safeguarding policy, our Code of Conduct and PSEA: Adults at Risk Policy. You can find the Child Safeguarding and Adults at Risk policy here: <https://www.warchild.org.uk/our-work/policies-and-reports/safeguarding>

Diversity and Inclusion

We value diversity and inclusion and are committed to ensuring that all our people and job applicants are treated fairly, irrespective of where, what or whom they were born, or of other characteristics. We want to offer a safe and inclusive workplace where all our people, especially those who are currently marginalised or underrepresented, can be themselves at work. You can read our Diversity and Inclusion policy on our website, and if you have any questions about our commitment to diversity and inclusion do get in touch: <https://www.warchild.org.uk/our-work/policies-and-reports/diversity-and-inclusion>

Pre-employment checks

Employment with War Child will be subject to the following checks prior to your start date:

- a satisfactory police record check to include a Disclosure and Barring Service (DBS) check and/or an International/National Criminal Record Check, and a clear vetting and Due Diligence check
- receipt of two professional satisfactory references

CAAFAG Reintegration Advisor

Your role

This role will support the overall implementation of War Child's reintegration thought leadership pillar through convening and leading key stakeholders internally to develop thought leadership, advocacy and programmatic strategies built on operational themes such as a focus on women/girls, engaging youth and communities. The postholder will exploit influencing opportunities, develop programmatic strategies and tools and support our fundraising for thought leadership in reintegration

Your responsibilities

Advocacy, communication, and collaboration (40%)

- Provide expert advice and specialist knowledge on reintegration of CYAAC (including CAAFAGs) and build on this to develop policy and advocacy strategies to drive policy changes in these areas.
- Lead on identifying those with the power to implement our policy recommendations - and those who can influence decision-makers – and deploy tactics that have the best chance of influencing them to support our advocacy objectives.
- Convene and lead key stakeholders externally – including INGOs, donors, UN agencies, Academic institutions– to develop joint positions on reintegration related policy issues and together have greater impact with decision-makers.
- Act as an external representative for WCUK briefing journalists on our policy recommendations and priorities and advising the media colleagues on policy content and advocacy strategy.
- Represent War Child as required, at meetings, events, roundtables etc – with parliamentarians, UN representatives and high-profile journalists – and building our reputation in the sector through developing an extensive network of contacts.
- Represent War Child on the CPHA CAAFAG Taskforce.

Innovative and Evidence-based Reintegration programming (40%)

- Provide expert advice and specialist knowledge on child protection reintegration of CYAAC (including CAAFAGs) across the organisation – from programmes to fundraising. Travel to country programmes, and advocacy events.
- Support the development and roll out of internal funding strategy for reintegration with relevant departments.
- Provide technical support around reintegration programming for CYAAC (including CAAFAG, GBV Survivors, UAM, IDP/refugee populations, children engaged in WFCL) to WCUK country programs.
- Development, testing and evaluating tools and methodologies with country programmes and other stakeholders.

Learning and Research and capacity-building (20%)

- Support scoping mission around reintegration work in WC UK countries of intervention to identify gaps and opportunities in terms of research and programming.
- Commission and conduct high quality research and policy analysis to support and evidence War Child's reintegration priorities and enhance our credibility and impact.
- Collation of primary evidence and secondary desk review, disseminating best practices, lessons learned, in collaboration with others.
- Based on WCUK's programmatic work, research and policy analysis, commission and support the development and testing of guidance tools to support WCUK's work and those of others.
- Contribute to creating a culture committed to the safeguarding of children and adults and compliant to WCUK's Child Safeguarding and Adults at Risk Policies.

These duties provide a framework for the role and should not be regarded as a definitive list. Other reasonable duties may be required consistent with the grade of the role.

You are

- Experienced at leading on the development of policy and advocacy in key areas on child rights and protection, at convening and leading key stakeholders in the development of joint policy positions and strategies, and at being the 'go-to' person on these issues in an organisation.
- Experience of operating programmes in and willingness to travel to conflict affected countries
- Experienced in developing tools and methodologies to support practical implementation
- A specialist on CAAFAG reintegration, children's rights, and development with extensive experience implementing reintegration programming on a country-level
- Capable of distilling complex research and information into priority policy recommendations and advocacy asks that are clear, concise, and evidence based. Able to navigate complex policy issues competently and diplomatically – proposing solutions and recommendations that advance an agenda and gain respect externally
- Demonstrated ability to monitor policy application and compliance, including ability to take corrective action.
- Experienced in managing budgets and proven track record in applying financial management requirements.
- Demonstrated ability to coordinate annual planning and strategy development processes.
- Experience of successful advocacy with institutional donors and in securing multi-year donor funding.
- Confidence in dealing with people at all levels and ability to influence senior management, as well as external partners and agencies.
- Able to commission and conduct qualitative and quantitative research, critically analyzing research results, and developing robust, impactful policy recommendations including practical tools to strengthen implementation, on the back of them
- Adept at developing intelligent and targeted advocacy strategies that respond to the political and public environment and influence decision-makers to pursue political and policy changes
- Capable at developing positive, collaborative, and productive working relationships with a range of colleagues and internal functions
- Advanced degree or equivalent experience
- French and English speaker

Your team

