



HelpAge

International

Recruitment Pack

*Appointment of Regional Director
Eurasia and Middle East (EME)*



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Introduction

From Justin Derbyshire

HelpAge International is looking for an exceptional individual to lead our work in Eurasia and Middle East (EME) region.

The next few decades will see the most dramatic and fastest ageing of population in human history, with huge implications for Governments, policy makers, international and national development processes and of course for older people themselves. By the end of the period covered by the Sustainable Development Goals, the great majority of them will be living in the low-and middle-income countries.

Longer lives are a triumph of human development, but the necessary national and global adaptation processes for these profound demographic changes are being held up by continued negative perceptions of ageing and older people. There is still widespread discrimination, exclusion and stereotyping of older people, one of the last unchallenged forms of widespread identity-based discrimination affecting a very large segment of the world's population.

Current and future cohorts of older people in lower and middle income countries are particularly vulnerable, having lived a lifetime of accumulating poverty and marginalisation. Compounding this injustice, however, is the lack of adequate commitment to and awareness of how to properly include older people in national and international development planning and programmes in critical sectors such as health care and social protection, and in humanitarian responses. Outdated attitudes to older age and older people mean that the massive contribution older people make to their families, their communities and their economy, and to

the recovery of families after disasters, is often overlooked.

I am looking to recruit an exceptional regional leader to join HelpAge International's Executive Director team.

This role comes with the opportunity to have a truly global impact on national and international policy responses to population ageing, with a particular focus on the fields of health care, social protection, human rights and humanitarian response.

It could not be a more exciting time to be part of HelpAge International – interest and awareness in population ageing is increasing all over the world, as is an appreciation of the importance of older people not being left behind by global and national development processes, or overlooked in humanitarian emergencies.

Having recently re-structured our senior team and the international regions, this vacancy has been newly created. As well as leading the region that ranges from Eastern Europe to the Middle-East, the job holder will also sit on the global directorate.

We have a fabulous team of staff, local partners, network members, and a distinguished and engaged global Board. All of us will be looking to your leadership to help HelpAge International advance our ambitious global policy and advocacy agenda.

Justin Derbyshire
Interim Chief Executive Officer

Role description

We aim to extend the reach and influence of the HelpAge Global Network to all those in a position to help bring about our vision for older people – including governments, policy makers, the private sector, and academic institutions.

In the EME region we do this through a combination of programme, policy and communications work focused on our core themes of social protection, humanitarian response and health and care.

The Regional Director will be based in Amman, Jordan and is responsible for ensuring HelpAge International delivers high quality work for older people across the region, in line with our theory of change. The Regional Director is also responsible for developing the network in the region, ensuring strong levels of collaboration with network members and other partners.

In HelpAge International's decentralised leadership structure, the Regional Director also plays a key role at the global level as part of the Global Directors Team, working with other executive directors and the Board to ensure that the organisation delivers effectively on its mission, strategy and values.

Responsibilities

Leadership

- Provide leadership and strategic direction to HelpAge International's work in the region, encompassing programming, policy, communications and campaigning activities with network members.
- Perform global leadership role as a member of the Global Leadership Team (GLT) with London-based directors and other regional directors, and contributing to delivering the desired culture, ways of working, and effectiveness of the organisation.
- Supporting the effective governance of HelpAge International by providing the Board and sub-committees with accurate and transparent information on our work in the region, enabling Trustees to make informed decisions.

Strategy and Planning

- Lead the development of HelpAge International's regional and country strategies, collaborating with network members and other partners.
- Develop annual plans to support the implementation of the regional strategy, supported by clear fundraising targets, and ensuring active participation from network members.
- Drive the organisation's global strategy and planning processes through contributions to the Global Leadership Team and Board meetings.
- Lead regional participation in the development of global strategies or plans, including participation by network members.

Network Development

- Actively ensure collaboration with network members is at the heart of HelpAge International's work in the region and is reflected throughout planning, delivery of work and the working culture of the regional office.
- Support the Regional Head of Network Development to develop a clear network development strategy for the region based around principles of collaboration, mutual learning and strengthening the capacity of network members to achieve greater impact for older people.
- Provide leadership to the development of a stronger and more diverse regional network that is also able to contribute towards the wider global network.
- Represent HelpAge International with key network members and lead the development of new network partnerships, working with the Regional Head of Network Development.

Operational and Risk Management

- Actively manage the key risks that have the potential to impact on the work of HelpAge International in the region and ensure clear and regular reporting of these.
- Provide guidance and oversight to the Regional Head of Programmes in managing day-to-day implementation of programmes across the region, particularly high risk projects, and projects implemented in high risk operating contexts.
- Ensure strong financial management and reporting across the region, working closely with the Regional Finance Manager / Head of Finance and Support Services to ensure all work is implemented within agreed budget limits and cost recovery targets are met.
- Ensure compliance with organisational systems and processes across other operational areas (HR, administration, procurement, security).

Fundraising

- Ensure appropriate plans are in place to generate funds to deliver on regional and country strategies, and provide oversight to the Regional Resource Development Manager in taking these forward.
- Raise the profile of ageing issues and the work of HelpAge International with key donors and partners in the region in support of new fundraising opportunities.
- Coordinate with fundraising colleagues in London and within Supporting Members (Age International, HelpAge Germany, HelpAge USA) to direct funding opportunities towards the region.
- Lead the development of new areas of work to diversify sources of funding, such as consultancy projects and consortium partnerships.



Person specification

Essential

- Substantial experience of international development (and/or humanitarian) work including extensive experience in Africa region.
- A proven leader, able to coach, direct, motivate and inspire colleagues and external audiences from diverse cultural backgrounds.
- Experience managing a diverse team, including ability to manage staff in cross-cultural settings and at a distance.
- Flair and liking for collaborative working, and ability to combine direct line management with working within a decentralised, matrix management structure.
- Proven ability to influence others to achieve successful outcomes, including government, UN agencies and donors through successful advocacy.
- Skills in strategic planning and proven ability to deliver results.
- Experience at having successfully designed and delivered a strategy and/or an organisational design process.

Desirable

- Demonstrable experience of having played a global leadership role for an international NGO or other organisation.
- Experience working with organisational boards and governance processes.
- Knowledge and experience working with older people's issues in the regional context.
- Language skills relevant to specific region.

How to apply

Appointment process and how to apply

To apply for this position, please send your curriculum vitae (including comprehensive details of key achievements and responsibilities) along with a covering letter of application summarising your motivation in applying, addressing the role description and person specification.

Please help us monitor the effectiveness of advertising sources by clearly stating where you first learned about this vacancy.

Please email your application to our retained consultants at TPP at EME@tpp.co.uk.

The closing date for applications is 5 December 2016.

Following the review of all applications, candidates may be asked to have a short telephone or Skype call as part of the shortlisting process, and to find out more about the position.

The formal interviews will take place in London or on Skype during December.

About HelpAge International



Map of HelpAge global network

HelpAge International is a global network of organisations promoting the right of all older people to lead dignified, healthy and secure lives.

Our work is strengthened through our global network of like-minded organisations – the only one of its kind in the world.

We believe that the contribution older people make to society is invaluable. Yet older people remain some of the poorest and most neglected in the world. We are committed to helping them claim their rights, challenge discrimination and overcome poverty.

Our history

HelpAge International was established in 1983 by five organisations working for older people – in Canada, Colombia, Kenya, India and the UK. The vision of the founders was that HelpAge International would become the Secretariat supporting a global network of organisations supporting and working with older people.

The HelpAge International Secretariat has grown significantly since then, but working as a network is still central to our identity and values. There are currently 114 members of the HelpAge global network, who between them raise and spend well over £1bn annually on their work with and for older people in their own countries.

The HelpAge network is a diverse, non-branded and non-exclusive network, with only a small number of member organisations using the HelpAge name. The main criteria for membership are a commitment to the rights of older people and to improving their lives. A clear majority of members are from the global South,

linked through common membership of the HelpAge network with some of the largest and best-established older people's organisations in the world, such as the AARP in the USA, Dane Age in Denmark and Age UK in the UK.

HelpAge International is in the process of becoming a co-owner of the International Civil Society Centre, which brings together the world's leading civil society global networks, including at Chair level once a year. Our CEO has attended the World Economic Forum's Annual Meeting at Davos since 2011 as one of the Civil Society representatives. Two of our Board Members, one of our Global Ambassadors and our CEO were all invited this year to join the World Economic Forum's Global Agenda Council on Ageing.

HelpAge International has a Programme Partnership Agreement with the UK's Department for International Development and is a Strategic Partner of Swedish Sida. We enjoy formal Consultancy Status with the WHO and a multi-faceted partnership with the UNFPA.

As the acknowledged expert civil society organisation on ageing and older people, HelpAge International enjoys particularly good access and working relations with Governments and Regional bodies where we work.

Our vision

Our vision is a world in which all older people can lead dignified, healthy and secure lives.

Our mission

Our mission is to promote the wellbeing and inclusion of older women and men, and reduce poverty and discrimination in later life.

Our role

Our role is to work with older women and men in low and middle-income countries for better services and policies, and for changes in the behaviours and attitudes of individuals and societies towards old age.

Our strategy to 2020

At the end of our 2010-15 strategy period we were working directly with 1.5 million older people and supporting policy change reaching many more in low-and middle-income countries. Our goal by 2020 is to achieve significant increases both in number of older people with whom we will work directly, and those who will benefit from our work for wider policy change in low-and middle-income countries.

The world we want is one where every older woman and man can say:



I have the income I need

HelpAge will work to secure the right of older people to the income they need through sustainable and resilient livelihoods, decent and appropriate work, with security of assets and adequate social protection to ensure a dignified old age.



I enjoy the best possible health and care, wellbeing and dignity

HelpAge will draw on a broad range of expertise to ensure the right of older women and men to best attainable health, nutrition and care services, enabling them to enjoy the best possible health and care, supporting wellbeing right through to the end of life.



I am safe and secure, free from all forms of discrimination, violence and abuse

HelpAge will work to achieve the right to safety and security, and freedom from all forms of discrimination, violence and abuse, for older women and men.



My voice is heard

Our intergenerational movement will campaign for the voices of older women and men to be heard by decision makers. We will ensure that their experience is recognised and supported, working together as agents of change.

To achieve our vision of a world in which all older people can lead dignified, healthy and secure lives, we will work for three key changes in low- and middle-income countries:

Equity for older people in development and humanitarian planning and programmes

The adoption and implementation of policies to address the opportunities and challenges of ageing societies and support older people

Changed attitudes and behaviours – both those of society towards older people and those of individuals towards their own and others' ageing



Our achievements

In 2015/16, we:



Successfully lobbied for the inclusion of older people in the Sustainable Development Goals



Partnered with WHO on its World Report on Ageing and Health, and supported 612,000 women and men to access health and care services



Enabled 1.67 million more older people to receive a social pension, and directly supported 92,000 to improve their income and food security



Provided 145,000 people with emergency assistance, including major new responses in Nepal and Ukraine



Facilitated 278,000 people to take part in national campaigning and citizen engagement



Raised an overall income of £30.2 million, a record figure for the second successive year

Our structure

HelpAge International Board of Trustees

HelpAge International is a UK company, limited by guarantee and registered as a charity with the Charity Commission for England and Wales. As such it has reporting responsibilities to Companies House and to the Charity Commission. As a company, HelpAge has a Board of Directors, and as a charity it has a Board of Trustees.

The role of the Board is to govern the organisation, ensure it does what it was set up to do, set its strategy, and provide overall direction to achieve its aims in the most efficient and effective manner, consistent with the organisation's values and approach. Trustees are ultimately responsible for the management and administration of HelpAge International.

HelpAge International

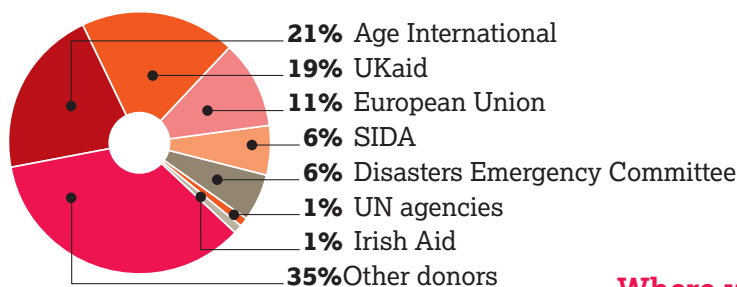
HelpAge International is the Secretariat of a global network, currently with 114 member organisations. The Headquarters of the Secretariat is in London, with three Regional Centres in Thailand, Jordan, and Kenya.

Finances

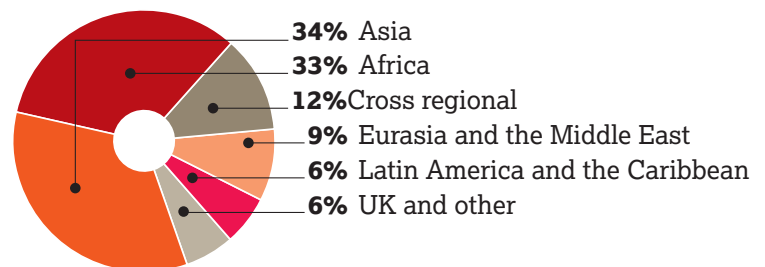
Our income and expenditure at a glance

Our income in 2015/16 was £30.2 million which is 4 per cent more than in 2014/15.

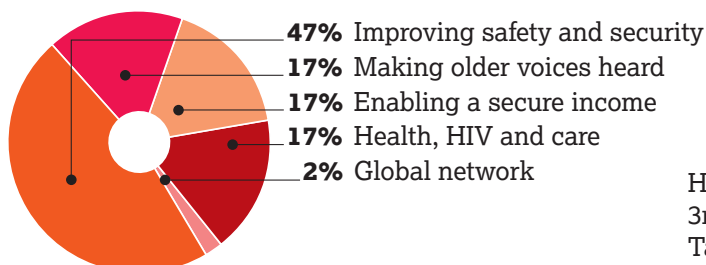
Where our money came from



Where we spent this money



How we spent this money



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