

- Job Title:** Ageing Advocacy and Inclusion Advisor
- Salary:** Competitive
- Location:** Full time in London for the first 2-3 months, followed by significant travel (150-200 days per year)
- Department:** Humanitarian Team, Programmes Department
- Responsible to:** Humanitarian Policy Manager
- Key relationships:** External: regular relationships with key UN agencies and clusters, NGOs and donors and HelpAge Affiliates.
Internal: close working relationships with the Humanitarian Team (HuT) and other teams in the London Secretariat; HelpAge's regional and country offices.
- Contract:** Full time, permanent

Background

HelpAge International (HelpAge) is an international NGO with a vision of a world where older people fulfil their potential to lead active, dignified, healthy and secure lives. The HelpAge global network is made up of over 100 affiliates working to support older people and promote their rights, with programmes managed by a secretariat in London and Regional Offices in Africa, Asia, the Middle East and Latin America.

The world HelpAge wants to see is one where everyone, whatever their age, can say:

- I have the income I need
- I enjoy the best possible health and quality of life
- I am safe and secure, free from discrimination and abuse
- My voice is heard.

We want older people affected by humanitarian emergencies to be able to say this too. To support this objective HelpAge's humanitarian strategy has two key pillars. The first focuses on the delivery of humanitarian assistance and protection to older men and women to meet their needs. The second pillar of our work is advocacy focused and aims to support mainstream humanitarian actors to fulfil their commitments to impartial response and contribute to the improved quality and accountability of humanitarian programming.

Within the second pillar of our strategy we work closely with a diverse range of humanitarian actors including national and international NGOs, UN agencies, Red Cross and Red Crescent Societies and where appropriate national Governments, to address the diverse needs and growing numbers, of older people affected by crises. Through the delivery of advocacy activity, training, and technical assistance we aim to build the knowledge and capacity of partners to understand the needs of older people and design appropriate responses.

Our advocacy and inclusion work is based on a robust and growing evidence base of both HelpAge and partner responses that address the needs of older people, combined with our operational research and technical guidance. This body of work builds on a successful history of influencing of humanitarian responders and donors, and HelpAge's recognised position as an authority on ageing within the humanitarian system.

Recognising the increasing demand and opportunities for supporting mainstream actors to include older people in their humanitarian programming, HelpAge is committed to formalising the ageing advocacy and inclusion support it provides through the development of an "inclusion programme model". The model will draw on existing HelpAge training resources, evidence and technical guidance to enable HelpAge and its regional offices to deliver and monitor a strategic advocacy and inclusion programme during humanitarian responses that combines the required elements of advocacy, technical support and capacity development.

Job Purpose

To enable HelpAge to respond to humanitarian emergencies by ensuring ageing and older people's needs are considered and addressed in the programmes of other humanitarian actors.

Job Content/Key Tasks:**Programme delivery**

- Lead the development of the HelpAge inclusion programme model, utilising HelpAge's experience of inclusion programming in humanitarian contexts, existing inclusion materials and advocacy guidance, and through the identification of opportunities for ageing inclusion offered by the humanitarian coordination mechanisms.
- Lead the rollout of HelpAge's inclusion programme model in humanitarian emergencies (working closely with regional offices – see below), delivering training and technical support to partners where appropriate.
- Engage with humanitarian donors and, with HelpAge's Fundraising Teams, develop donor proposals for advocacy and inclusion activity.

Development of inclusion resources

- Revise and update existing HelpAge humanitarian ageing training materials used to train external agencies and contribute to the revision of technical guidance where appropriate.
- Work closely with HelpAge's Humanitarian Team's technical advisers, to ensure that advocacy and inclusion resources are in line with HelpAge's policies and technical guidelines.
- Work with key HelpAge stakeholders to ensure gender and disability are fully incorporated.
- Draw on experience and learning from existing inclusion activity e.g. gender and disability to support the development of inclusion activities and monitoring plans

Support to HelpAge Regional offices

- Develop and deliver a training-of-trainers module for HelpAge staff to strengthen the capacity of HelpAge teams to deliver HelpAge's inclusion programme model and disseminate inclusion messages
- Identify and, where appropriate, build the capacity of regional and country level staff to strengthen their inclusion activity
- Provide on-going technical support to field teams on the development and delivery of inclusion programme interventions

AAP engagement and partnership

- Scope opportunities for HelpAge engagement with the IASC Accountability to Affected Populations and Prevention of Sexual Exploitation and Abuse (AAP/PSEA) activity at field level identifying and developing opportunities to include ageing issues in AAP/PSEA activity
- Where appropriate, share evidence and experience of relevant HelpAge inclusion activity with the Global Level AAP/PSEA taskforce.
- Build and expand relationships with mainstream humanitarian actors, UN agencies, Red Cross and Red Crescent Societies, and National NGOs to promote

and support opportunities for ageing inclusive humanitarian programming in their agencies

Monitoring and learning

- Work with HelpAge country teams to develop indicators, monitoring plans and evaluations for inclusion programmes
- Document case studies of inclusion good practice and outcomes as required
- Contribute to the learning review of existing HelpAge inclusion activity to document experience, benefits and drawbacks of different programme models

PERSON SPECIFICATION

- Experience in the delivery of field level protection programming or advocacy focused on addressing neglect of marginalised groups
- Strong understanding of the humanitarian coordination system, humanitarian standards and principles, and humanitarian accountability initiatives.
- Experience of the development of training resources and delivery of training and follow up technical support to field staff
- Excellent demonstrable skills in advocacy, negotiation and diplomacy including the ability to change and influence policy and practice in the humanitarian sector, with a wide range of actors and audiences.
- Excellent representation and networking skills with a variety of stakeholders. Ability to build and maintain relationships with humanitarian NGOs and government and UN Agencies.
- Proven experience in building, developing and maintaining partnerships and collaborative working relationships with operational actors at field level.
- Able to work independently or in a team, as required, and to adjust work plan and priorities rapidly in response to external opportunities.
- Demonstrated ability to think strategically, to analyse complex information and offer creative, practical and effective solutions.
- Excellent written and verbal communication skills with an ability to distil large amounts of information for a variety of audiences.

Desirable

- Experience or working knowledge of ageing and the issues facing older people in humanitarian crises
- Working knowledge of other languages including French and/or Arabic