

HelpAge International

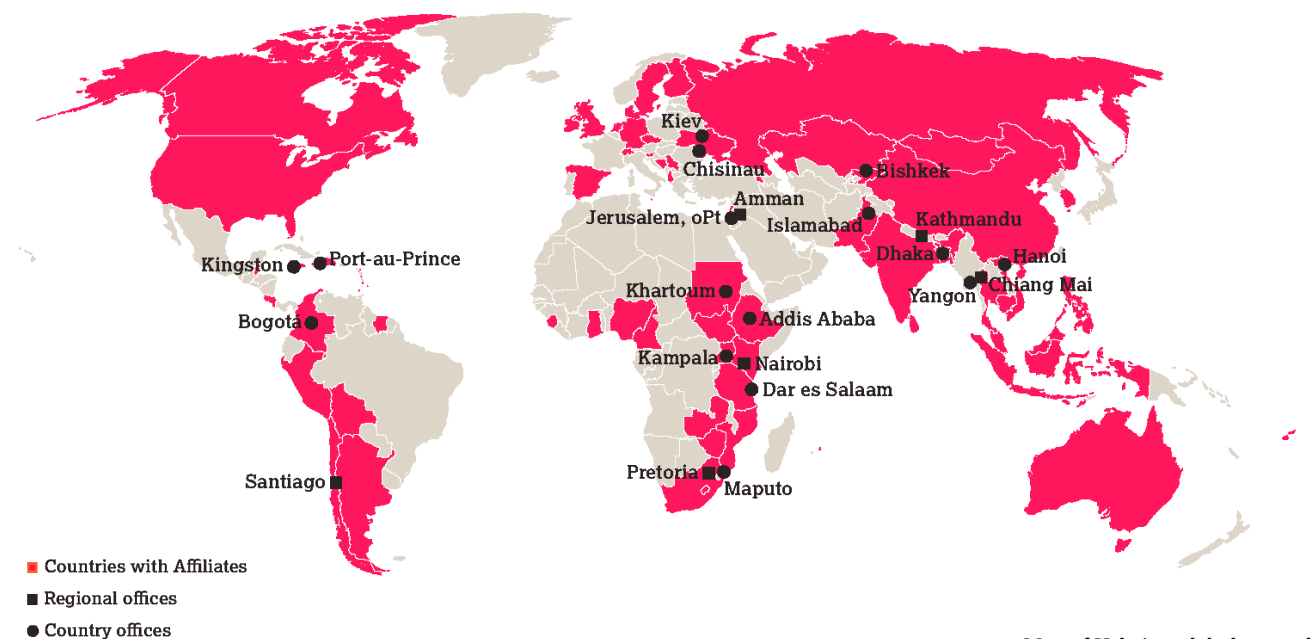
Appointment of Violence and Abuse Policy Adviser



**HelpAge
International**

age helps

About HelpAge International



Map of HelpAge global network

HelpAge International promotes the wellbeing and inclusion of older women and men, and reduces poverty and discrimination in later life.

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, 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 AARP in the USA, DaneAge in Denmark and Age UK in the UK.

HelpAge International is 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 2010 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 WHO and UN ECOSOC and a multi-faceted partnership with 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.

(c) Jonas Wresch/ HelpAge International



Our vision, mission and values

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

Mission

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

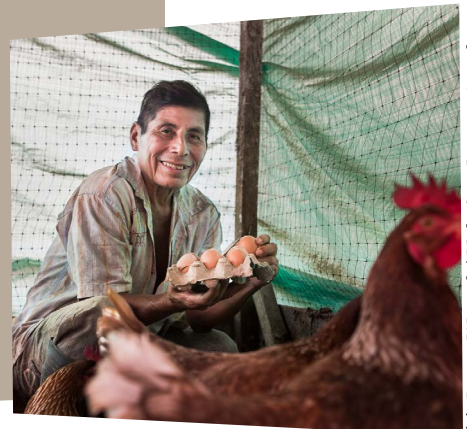
Our values

We have a strong value-based position – **age helps** – which puts the experience of older women and men at the centre of our work. This position guides the type of programmes we run, the way we develop our advocacy work and the way we communicate.

Age helps re-positions age as a society-wide benefit and promises a better future for older people and society in general. In all we do, we aim to be supportive of older people, expert in our knowledge and advice and deeply committed to achieving the maximum possible impact from our work. We believe that the experience, expertise and contribution older people make to society is invaluable.

Fifty-five-year-old Manuel is from the indigenous Awá community in Colombia and lives with three of his children and two grandchildren. Last year Manuel was diagnosed with Parkinson’s disease and he received some treatment through the health clinics HelpAge ran in the region. He also received 23 chickens, as part of a food security project, from HelpAge.

“The project has given me a new life. I am working and do not feel bad, as I did when I was in the house doing nothing. We also have better food. Our grandchildren live with us and they need to eat well. Now we have enough eggs to eat and to sell so we can buy meat.”



(c) Jonas Wresch/ HelpAge International

Our Strategy to 2020

At the end of our 2010-15 strategy period we are working directly with 1.8 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 the number of older people with whom we will work directly, and those who will benefit from our work for wider policy change in the low- and middle-income countries.

The world we want is one where every older woman and man, everywhere, 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 the 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.

Achieving our vision - our theory 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

- 1 Equity for older people in development and humanitarian planning and programmes
- 2 The adoption and implementation of policies to address the opportunities and challenges of ageing societies and to support older people
- 3 Changed attitudes and behaviours – both those of society towards older people and those of individuals towards their own and others' ageing

Job description



(c) Frederic Dupoux/ HelpAge International

Job title: Violence and Abuse Policy Adviser

Grade and salary: E & £34,030 plus 8.5% employer pension contribution

Location: Secretariat London, with travel

Department: Policy, Advocacy and Campaigns

Responsible to: Head of Policy

Responsible for: Volunteers, interns, consultants as required

Contract: 2 years

Overall Purpose

One of the four core goals of HelpAge's Strategy to 2020 is that all older people can say that they are safe and secure, free from all forms of discrimination violence and abuse. To this end, 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. This new position will play a central role in developing leading and shaping HelpAge's work on violence and abuse in older age, in line with its organisational strategy.

Responsibilities

Policy influencing

- Develop HelpAge's policy position on violence and abuse in older age in collaboration with HelpAge staff and affiliates
- Produce position papers, articles and presentations for internal and external use on violence and abuse in older age as required; and update identified policy papers of the website
- Represent HelpAge externally to secure profile on violence and abuse in older age through dialogue and collaboration with civil society coalitions,

researchers, development partners and international agencies

- Provide technical input to the advocacy, communications and campaigns teams for the development of any new HelpAge campaigns and media work on violence

Programmes

- Lead and advise on the development of a new multi-country programme of work on violence and abuse in older age
- Provide technical advice to country offices and affiliates around the design and on-going implementation of programmes to prevent violence and abuse in older age and improve access to related services

Research, learning and evidence

- Monitor the external environment to identify strategic research opportunities
- Provide technical support to HelpAge staff, affiliates and partners for research, learning and evidence
- Maintain oversight of HelpAge's research and evidence gathering on violence and abuse in older age

Leadership and co-ordination on violence and abuse across HelpAge

- Chair the working group on violence and abuse in older age
- Share learning on violence and abuse in older age
- Support international offices in the annual planning and processes
- Work with Resource Development team to identify potential sources of funding for work related to violence and abuse in older age
- Manage budgets, consultants, volunteers or interns working on identified areas of policy related to violence and abuse in older age
- Project manage on request specific externally funded policy programmes, including monitoring and management of budgets

Person specification

HelpAge International works actively to ensure that its staff can perform their roles effectively. For the role of violence and abuse policy adviser, we are looking for an individual who can demonstrate the following skills and experience:

Essential

- Masters-level degree in a relevant subject
- Experience working in low- and middle-income countries on violence against women and girls (recognising that few potential candidates will have experience of working on violence and abuse or elder abuse in low- and middle- income countries)
- Experience and in-depth understanding of design and implementation of violence prevention programmes
- Project management and design skills
- Experience and in-depth understanding of research design and implementations, including ethical and safety requirements
- Ability to think strategically and analytically
- Excellent verbal and written communication skills: ability to put complex concepts in a concise and simple manner
- Excellent external representation skills
- Willingness and ability to travel overseas at short notice
- Good IT skills including all Microsoft Office applications

Desirable

- Experience working on policy and/or practice related to elder abuse, population ageing and older age, particularly in low- and middle-income countries

How to apply

To apply, please submit the following documents:

- A covering letter (which should refer the person specification for the job)
- Your current curriculum vitae (3 pages maximum)
- Three referees, including your most recent employer
- Equal opportunities form

Please help us monitor the effectiveness of advertising sources by clearly stating where you first learned about this vacancy. Please email your application to HelpAge-HR@helpage.org before the closing date to be considered for the shortlist.



(c) HelpAge International

Alternatively, post your application to:

Human Resources
PO Box 70156
London
WC1A 9GB

With a view to minimising our administration costs we are unfortunately only able to contact again those candidates that have been shortlisted for interview. If you have any queries regarding any vacancies, please contact Human Resources.

The closing date for applications is **Sunday 1 November 2015 at 12am (GMT) midnight.**

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