

JOB DESCRIPTION

Job Title:	Partner-led Programming Strategy Manager
Location:	Remote
Team:	Transformation Team
Line Manager:	Head of Transformation
Grade:	E
Term:	One year contract

HelpAge and Strategy 2030 – delivering real impact for older people

HelpAge International works with partners and a diverse global network of more than 150 organisations across 85 countries, supporting millions of older people to live **safe, dignified and healthy lives**. Through our partnership and collaborations, we work to ensure the inclusion of older people across society and strive to deliver a just and fair world for everyone, whatever their age. Our work is driven by our desire to deliver real impact for older people, to be inclusive, to work in partnership and to learn from our shared experience.

Our 2030 Strategy, [Ageing in a Just World](#), sets out how we will work together to shape the future we all share. By working together, we aim to help inspire a movement for change and through ensuring all our work promotes **older people’s wellbeing, dignity and voice**, we can **transform the lives of older people now and in the future**.

Since the launch of our strategy in January 2020, the world has changed in profound ways. We are still experiencing the impacts and consequences. Recognising and anticipating these important and fundamental shifts, HelpAge International is evolving and transforming itself to be relevant, impactful and viable. In a changing and ageing world and a changing sector, HelpAge seeks to embrace locally-led development and #ShiftPower.

As a result, we are reconfiguring our organisational design and resources in the following ways:

- Driven by our commitment to the localisation agenda, we are **evolving the way we partner and deliver value at country and local level**. Currently, we are localizing our country offices and programmes, and developing new and diverse forms of partnerships globally.
- We seek to give primacy to local agents for change. To this end, we are replacing all programmes delivered by HelpAge staff and resources on the ground with implementation by partners. This will apply across all our work - humanitarian and long-term development. Going forward, our value-add is framed around **supporting, convening and thought leadership**.

- A key way of creating value and bringing impact is **collaborating across boundaries** and by bringing different perspectives, skills and talent together. We will deliver our work through agile teams and a global operating model, with regional roots, to focus on impact and maintain the relationships at the national level to help build collaborations and support others to set their own agendas.

How you can make a difference

At HelpAge International, we offer a unique and exceptional career experience to bring positive and lasting change in the lives of older persons. As countries prepare for and adapt to population ageing, you can make a difference at a critical juncture to how societies, economies and institutions adapt to this change. Guided by our commitment to our values of impact, learning, partnership, and inclusion (see values), you will work with talent like yourself and partner with other agents for change to bring systemic change and impact at scale. By acting as a supporter, convener and thought leader, together, we can make an impact that matters for older persons and their communities. HelpAge International offers you an inclusive, collaborative workplace and innovative environment.

This is a critical time for HelpAge International as we seek to transform the ways the organisation works and brings value. We are looking for exceptional individuals who will explore new opportunities to create value, to find new avenues, unique ways and novel partnership and collaborations to reach our shared goals. We are looking for talent which thrives in collaborating with others (inside HelpAge International and beyond) and who can work in agile ways and across boundaries. We are seeking individuals, with an entrepreneurial mindset, who can work across diverse areas of our work, who can leverage both their unique expertise and deploy a wider range of experiences and competencies.

What Will You Do:

The 2030 Strategy commits HelpAge to work with, through, and for network members and partners. As part of its commitments to locally-led development and HelpAge's own evolution and transformation, the organisation will fully shift to partner-led programming (PLP) as the way it seeks to deliver work at community and country level. When working with others, HelpAge seeks to bring value-add as a supporter, convener, and thought leader.

To accelerate this shift, HelpAge has developed a 'PLP Ready Strategy' and Roadmap. It identifies the "offers" through which HelpAge seeks to bring value to the partnership: Mobilising Resources, Accompanying and Skill Sharing, and Amplifying Voices of Partners and Older People. For each offer, a specific set of actions are being planned. Road map also suggests embracing culture, systems and process that enable Partner Led programmes (PLP)

This role will be to guide, coordinate and support this work.

Department info

The purpose of Transformation team is: *Together with other teams, our goal is to deliver the 2030 Strategy and secure an inclusive sustainable future.*

We deliver this through delivering three roles:

- Organisational transformation,
- Country transition,
- Country programme and office oversight & support.

Our approach is to work with others to articulate, activate, and ultimately embed actions towards transformation.

Team info

The Transformation team is a diverse and globally distributed team. It has exceptional talents with very diverse experiences and backgrounds. A wonderful group of “transformers”. The team leader (Head of Transformation) is based in Thailand. The Transformation Advisor, Global Monitoring Organisational Performance and Manager and Digital MIS Officer are based in UK and Kenya. The Localisation sub-team is working from Pakistan, Jordan, and UK.

Key areas of responsibilities

- Provide strategic leadership to HelpAge’s PLP Ready Strategy, and support its operationalization and further development based on learning
- Oversee, guide and coordinate actions within the Roadmap, and work with relevant leads, task teams and others to support the implementation
- Support relevant staff in the implementation of the Roadmap
- Work with teams, partners and other external stakeholders to adapt culture, practices, tools and process that will accelerate the partner-led programme approach
- Ensure regular, pro-active and accessible communication to staff, Supporting Members , partners and the network
- Provide technical support and accompaniment on partnerships to key stakeholders
- Coordinate the design and implementation of a feedback mechanism for network members and partners
- Connect with peer organisations to exchange learnings and promote sharing

As a PLP Strategy Manager, you will –

Provide leadership to the acceleration of HelpAge’s shift to partner-led programming by guiding forward the organisation in delivering the PLP Ready Strategy and coordinating all actions within the Roadmap.

Let's talk about you

You will be someone with:

- Experience in delivering projects with, for and through partners
- Experience in diverse partnerships and driving organisational and team approaches in partnership work
- Experience in project and grant management in an intermediary capacity

- Strong coordinating project management skills and experiences
- Experience in leading multiple, cross-organisational initiatives
- Solid knowledge and active engagement in debates about localization, #ShiftingPower, decolonization

At HelpAge International, we believe in the importance of empowering our people to be change-makers and leaders at all levels. We expect our people to embrace and live our values, challenging themselves every day to identify issues that are most important to older persons and their communities, and to make an impact that matters.

In addition, as an HelpAge employee you are expected to:

- Work collaboratively, building mutual trust and respect, with external organisations and partners to achieve our strategic aims and objectives; being accountable for the work you do together
- Adapt to new directions or opportunities arising within the organisation and in your work area; being flexible in your role, constantly using the feedback to learn more and evolve further.
- Lead behavioural and cultural change through embracing a supportive, collaborative and highly inclusive environment where everybody feels supported, respected and engaged
- Extend HelpAge's reach and impact by creating and identifying new business development opportunities and building relationships with new partners.
- Lead and promote a culture of including the voices of older people across our support, convening and thought leadership roles, in a way that is transformative, empowering and highly inclusive of those marginalised by gender, economic status, disability and other factors of discrimination.

Safeguarding

HelpAge International is committed to safeguarding the communities with which we work, our partners, staff and any others who we come into contact with. Therefore you will also be responsible for:

- Preventing harm and abuse from our people, operations and programmes, to anyone that encounters our work;
- Reporting all safeguarding incidents you see, hear, hear about or suspect, using our internal reporting mechanism;
- Complying with all safeguarding framework policies and practices
- Completing mandatory training courses relating to our safeguarding policy framework and complying with HR vetting procedures