

Climate Change and Ageing Adviser

Location	Global. Based anywhere as long as you have the legal right to live and work in that country
Department	Global Impact
Reports to (Line Manager)	Portfolio Lead, Income Security
Grade	UK Grade 'E' Salary £43,000 per annum but adjusted to the cost of living of country in which you are based so the amount may be lower than this
Contract Type	Fixed term, 2 years contract

About HelpAge

HelpAge International works with partners and a diverse global network of more than 170 organisations over 90 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 ensuring that all our work promotes wellbeing, dignity and voice, we can be a positive influence in the lives of current and future older people.

HelpAge International is entering into an exciting phase of its evolution as we fundamentally transform what we do, how we do it and how we are organised. Driven by our commitment to the localization agenda, we are evolving the way we partner and deliver value at the country and local level. In the coming 3 years, we will localize our country offices and programmes, and develop new and diverse forms of partnerships globally. We seek to give primacy to local agents for change. To this end, we will replace 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 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.

About the Portfolio / Department

Population ageing and climate change are two mega-processes happening simultaneously. The intersection of these two predictable mega-trends will define the future quality of life for generations to come.

Ten percent of the world's population is aged over 60, representing over 1 billion people, and by 2050 this will have increased to 20 percent. People are now not only living longer, but also reaching old age in better health and education than ever before. Evidence shows that older people are disproportionately affected by extreme weather events. Climate change, on the other hand, is the largest threat to maintaining habitability in the planet. COP26, with the participation of 196 countries and many stakeholders, including a robust civil society movement, alerted once more to the closeness to a tipping point of irreversibility of climate change if no decisive action was taken.

Although the intersection between these two mega-processes is not yet well understood, in conceptual or practical terms, there are mutual connections: change in one impact the other. There is, for example, sufficient evidence to affirm that a disproportionate number of older people are affected by extreme weather events. On the other hand, population dynamics, and the shifting demographic shapes, influence different economic and social behaviours, which have an impact on global emissions.

It is also important to consider that global climate action can be significantly strengthened by the broad engagement of older people and their organisations. It is not only a matter of wisdom or experience but also of social, economic and political power that older generations bring to climate action, both in adaptation and mitigation.

About the Job

The Adviser will be part of the Global Impact Department. The Department contributes to implementing the HelpAge's 2030 strategy by:

- Aiming to achieve positive impact on well-being, dignity, and the voice of older people.
- Becoming a recognised part of a global movement for change.
- Leading, advocating and partnering on initiatives that contribute to transform systems, challenge negative attitudes and social norms, as well as influence laws, policies and practices at national, regional and global levels.
- The role will contribute to Global Initiatives – a global programme under Global Impact Department to externally influence key interlocutors and identify joint lobby opportunities on climate change and population ageing.

The global Impact Department works through four portfolios:

- Inclusive Humanitarian Action

- Healthy Ageing
- Society for All Ages
- Income Security

Although working in defined areas, portfolios work in a collaborative manner understanding the synergies between them. Each of these portfolios is tasked with building legitimacy, establishing productive connections, and developing global competencies, through Implementing the three components of our strategic approach: Support, Convene and Thought Leadership.

The Global Impact Department also includes Regional Representatives in Africa, Asia, Europe and Middle East and Latin America, tasked with maintaining links with the Network members and supporting the connections with portfolios.

The role will report to the Portfolio Lead on Income Security but will work across portfolios and regions to lead on the delivery of strategic climate crisis priorities.

Key areas for impact/influence and responsibilities

The Adviser would have the responsibility of providing technical, policy, and programme implementation leadership and support, and knowledge and capacity development to HelpAge.

The Adviser will work with global teams, country teams, partners and network members to:

- Provide thought leadership on the intersection of population ageing and climate change across the HelpAge network.
- Drive strategic Climate Change and Population Ageing priorities across HelpAge and the network. Lead the positioning of HelpAge International as a thought leader on the climate crisis and population ageing, and serve as a credible voice on technical, programming and policy issues.
- Provide strategic oversight, guidance and support in the development and implementation of programming tools related to the Climate Crisis and its impact on older people, across the portfolios.
- Lead HelpAge knowledge management activities in climate change internally and in collaboration with research institutions and collaborators
- Develop the capacity of HelpAge staff, partners, and network members through training (including coaching and mentoring), developing tools, training materials, webinars and focused guidelines.
- Develop and disseminate articles, papers and think pieces on Climate Change highlighting intergenerational approaches and older people's engagement
- Promote and follow up on coalitions and broader social movements, highlighting the engagement of older people and their organisations
- Support, through the network and partners, older people and their organisations to be active agents of the diverse movements for climate action
- Drive and develop existing and new strategic partnerships with multilateral; and civil society organisations, academia and other key stakeholders in support of our climate change strategy.

- Connect and influence the UNFCCC and other UN system organisations, as well as other multilateral and bilateral agencies, in coordination with portfolios where relevant
- Explore and connect with potential sources of funding for climate-related action for HelpAge and Network members, in coordination with the Business Development Department
- Provide senior Climate Change representation on behalf of HelpAge International internally, across the network and externally in relevant events, conferences and other thematic networks, and meetings.

At HelpAge International, we believe in the importance of empowering older people to be change makers and leaders at all levels. 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
- 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 all areas of work, in a way that is transformative, empowering and inclusive of those marginalised by age, gender, economic status, disability or any other factor of discrimination.

Skills and experience required

- Significant experience in an international development organisation in a senior position working on climate change. Understanding of population ageing, its trends and challenges, as well as of the rights of older people.
- Strong understanding of climate justice, and intersectional issues – such as how inequality and discrimination, including gender equality and disability and older people inclusion, and the rights of indigenous peoples – are critical to the climate change discourse.
- Significant experience of advocacy and policy influencing climate-related work with governments, donors, UN agencies, CSOs or multilateral agencies
- Track record in policy analysis, research, report writing, dissemination of good practices in development or humanitarian contexts
- Experience engaging with donors and different sources of funding

- Ability to engage in and contribute to high-level policy dialogues and advisory functions involving civil society, governments, multilateral agencies, UNs and other stakeholders
- Thorough knowledge and understanding of the global debate on climate change and experience in environmental debates and dialogues and processes
- Proven ability to work collaboratively and dependably with colleagues, fostering innovation, teamwork and sharing a sense of joint learning
- Ability to communicate clearly complex issues related to climate change to diverse audiences
- Self-starter with the ability to work independently, prioritize and get things done
- On-the-ground experience with grassroots organisations and local actors with the understanding of and commitment to principles of locally-led development
- Excellent writing, communications, facilitation, capacity building and networking skills in English.
- Strong ability to mobilise, build partnerships, solve problems, guide and motivate people toward the achievement of agreed goals.

Language Requirements:

- Fluency in English. Knowledge in Spanish or Arabic is an asset.

Key Behavioural Competencies

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:

Competencies	Description
Working Collaboratively with Others	Work collaboratively, building mutual trust and respect, with external organisations and partners to achieve our strategic aims and objectives; being accountable for the work we do together.
Adaptability and Flexibility	Adapt to new directions or opportunities arising within the organisation and in our work area; being flexible in our role, constantly using the feedback to learn more and evolve further.

Supporting and Facilitating Change	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	Extend HelpAge's reach and impact by creating and identifying new business development opportunities and building relationships with new partners.
Diversity and Inclusion	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.
Leading Others (for managers)	Demonstrate strong leadership to own unit/department and manage people in a well and reputable manner. Create an atmosphere of trust and an enabling environment where staff can contribute their best and develop their potential.

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. The post holder 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.

SAFER RECRUITMENT

All employments at HelpAge International will be subject to satisfactory references and appropriate screening checks, which can include misconduct disclosure schemes and terrorism finance checks.