HEAD OF ADVOCACY & EVIDENCING

Location	Ethiopia, India, Italy, Jordan, Kenya (as long as HelpAge International holds the registration in this country), Nepal, Pakistan, Spain, Tanzania, Thailand, Turkey, United Kingdom and Zimbabwe
Department	Global Impact
Reports to (Line Manager)	Director of Global Impact
Responsible for (Line managing)	• Humanitarian Advocacy Advisor • Social Protection Advisor • Health Advisor • Rights Advisor
Grade	F : HoAE- Grade F Salary Ranges.xlsx
Contract Type	Open-ended contract

About HelpAge

HelpAge International works with a diverse global network of around 200 organisations across 99 countries to promote the rights of older people to lead dignified, healthy and secure lives.

Through 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 as they get older. Our work is driven by our desire to achieve real impact for older people, to be inclusive, to work in partnership and to learn from our shared experience.

As countries prepare for and adapt to population ageing, we are seeking to make a difference at a critical juncture to how societies, economies and institutions adapt to this change.

Our 2030 Strategy, *Ageing in a Just World*, sets out how we will work to shape the future we all share. By working together with our partners, we aim to inspire a movement for change. By ensuring all our work promotes older people's wellbeing, dignity and voice, we seek to transform the lives of older people now and in the future.

Guided by our commitment to our values of impact, learning, partnership, and inclusion, we partner with others to bring systemic change and impact at scale. By acting as a supporter, convenor and thought leader, we want to make an impact that matters for older people and their communities.

Our organisational culture

The culture of the organisation aims to ensure:

- **Accountability for All:** Every individual and team member is responsible for their actions and decisions, ensuring alignment with **organisational priorities** and commitments to partners and network members.

- **Trust, Respect, and Inclusion:** We strive to create an environment where mutual trust is the foundation of all relationships, diverse perspectives are valued, and everyone feels included in decision-making processes.
- **Culture of Collaboration:** Working together across teams, network members, and partners to share knowledge, maximise impact, and drive collective success, rather than working in silos.
- **Openness and Transparency:** Ensuring open communication, clear decision-making processes and actions, and a commitment to sharing information in a way that builds trust and accountability.
- **Collective Responsibilities Within and With Partners and Network:** Recognising that achieving our mission requires shared responsibility, we promote joint ownership of decisions, initiatives, and outcomes across HelpAge and its network members and partners.
- **Staff and network members are valued:** Staff and network members are recognised, valued and appreciated for their contributions, fostering an environment where every individual feels respected, supported, and integral to our mission, with their input and expertise recognised as vital to achieving our shared goals.

The Behavioural competencies outlined below support this culture.

About the Department

The Global Impact Team drives HelpAge International's mission to advance the wellbeing, dignity, and rights of older people, by championing locally led action and global solidarity.

- At the heart of our work is a thriving, resilient HelpAge Network—a powerful collective of national civil society actors driving change that is rooted in the priorities and experiences of older people.
- We lead the delivery of HelpAge's strategic approach to support, convene, and influence, across humanitarian and development contexts, to achieve lasting and inclusive impact.

The department is made up of four teams, working across six impact areas: Inclusive Humanitarian Action, Healthy Ageing, Social Pensions, Climate Change, Thriving Network and Rights.

- Advocacy & Evidencing leads HelpAge's global advocacy, policy and research agenda, so that our influencing is grounded in rigorous evidence and the lived experience of older people.
- Network Development supports, convenes and strengthens the HelpAge Network, so that member organisations can drive collective action.
- Programme Support provides technical expertise and support for programme development and delivery across the impact areas, including climate change.
- Organisational Performance & MEAL leads monitoring, evaluation, accountability and learning, and tracks organisational performance and impact.

Our goal is to ensure that:

- Older people have inclusive, improved access to secure and adequate income
- Older people have safe and secure access to humanitarian assistance
- Older people have improved access to inclusive health, care, and support services
- Age-inclusive laws, policies and systems guarantee older people's rights across all sectors

- A thriving locally led HelpAge Network drives collective action to uphold older people's rights, dignity, and wellbeing.

About the Job

The Head of Advocacy & Evidencing provides strategic leadership and organisational accountability for HelpAge's global advocacy, policy and research agendas, ensuring that external engagement is grounded in rigorous evidence, shaped by the lived experiences of older people, and aligned with organisational priorities.

Working in close collaboration with HelpAge network members, older people's organisations, and internal and external partners, the postholder will champion an inclusive and partner-led approach to advocacy that centres rights, equity, and local leadership. The role will ensure that advocacy and research efforts are coherent, ethical, and strategically designed to support both national and global influencing goals.

The Head of Advocacy & Evidencing will lead a multidisciplinary team and work across functions to integrate evidence and influencing into programme design, policy development, and external engagement. They will play a key role in cultivating partnerships with academic institutions, think tanks, civil society organisations, and donors, while supporting older people and network members to influence the decisions that shape their lives.

This role will also work in partnership with the Director of Fundraising and Strategic Partnerships to align HelpAge's global advocacy and resource mobilisation strategies. Fundraising leads donor strategy, cultivation and resource mobilisation; Advocacy & Evidencing leads policy and influencing engagement, and holds an agreed income target for advocacy and research, delivered in partnership with Fundraising. Together, they will identify where policy influence, evidence and thought leadership can strengthen HelpAge's positioning with priority institutional donors and partners, and will strengthen collaboration with supporting members to ensure coordinated approaches to shared advocacy priorities.

The Head of Advocacy & Evidencing reports to the Director of Global Impact and is a member of the Global Impact Leadership Team, alongside the other team leads. The post is also part of HelpAge's wider organisational leadership group.

The postholder will work as part of the Global Impact team and collaborate closely with the Leadership Group, Programme Support, Network Development, MEAL, Fundraising, and Communications teams, as well as with a wide range of external stakeholders including UN agencies, governments, donors, coalitions, and research bodies. This role is pivotal in positioning HelpAge as a credible and values-driven voice on ageing, rights, and inclusive development.

Key areas for impact/influence and responsibilities

To deliver impact, the Head of Advocacy & Evidencing will:

- Lead the delivery and evolution of HelpAge's global advocacy and research agenda, ensuring it reflects lived experience and drives progress on rights, inclusion, and equity for older people.
- Strengthen the capacities of network members and older people to lead and participate meaningfully in advocacy efforts, and ensure inclusive engagement in the design and implementation of influencing strategies.
- Cultivate strategic partnerships with policy, academic, and research institutions to co-produce high-quality, policy-relevant evidence and promote HelpAge's thought leadership on rights, healthy ageing, humanitarian inclusion, and social protection.

Key Responsibilities

Strategic Leadership and Advocacy

- Lead and be accountable for the development, implementation and results of HelpAge's global advocacy and evidencing strategy, aligned with HelpAge's impact areas and co-created with network members.
- Monitor and respond to global, regional and national policy trends, advising colleagues and network members on opportunities for engagement and influence.
- Champion inclusive, partner-led advocacy approaches that centre the voices and leadership of older people and civil society actors.
- Collaborate with the Fundraising and Strategic Partnerships Director and supporting members to align donor advocacy efforts with organisational priorities and global influencing strategies.
- Advise the Executive Leadership Group and the Board on HelpAge's advocacy positions and external positioning, and lead the preparation and quality of the related papers and briefings. Where appropriate, represent HelpAge's positions externally alongside senior leaders.
- Lead and coordinate HelpAge's influencing in priority global and regional policy and donor markets, including Europe, identifying opportunities to position ageing and the rights of older people within relevant policy, development and humanitarian agendas and, in collaboration with Fundraising, strengthen HelpAge's positioning with institutional donors and partners.
- Be accountable for achieving the agreed Advocacy & Evidencing income target. Working in partnership with the Fundraising & Strategic Partnerships team, play a lead technical and relationship role in shaping fundable propositions, contributing to pipeline development, and donor cultivation and stewardship for advocacy and research.
- Ensure that advocacy, research and evidence-generation activities comply with HelpAge's ethical, safeguarding, data protection and relevant organisational standards, and hold team members accountable for compliance within their areas of responsibility.
- Represent HelpAge at senior level in key global and regional coalitions, alliances and policy forums, proactively building strategic relationships with governments, multilateral and donor institutions, policy actors and other influential stakeholders to advance HelpAge's advocacy priorities and strengthen its external positioning.

Evidence and Research

- Lead and be accountable for HelpAge's global research and evidence agenda, ensuring that it is coherent, ethical, inclusive and aligned with organisational advocacy and programme priorities.
- Provide strategic oversight of HelpAge's global portfolio of evidence generation, policy analysis and advocacy initiatives across key impact areas, ensuring coherence, quality and alignment with organisational strategy and drawing on the network as a central source of evidence and insight.
- Foster partnerships with academic institutions, think tanks, and research bodies to co-produce and validate robust, policy-influencing evidence.
- Ensure that research outputs are accessible, actionable, and designed for strategic influence at global and national levels.

Capacity Strengthening and Network Engagement

- Lead on advocacy capacity strengthening of HelpAge network members and older people through mentoring, training, and tailored support.
- Promote knowledge exchange and peer learning across the global network, ensuring inclusive participation in advocacy platforms and decision-making spaces.
- Collaborate with regional colleagues to support the development and implementation of national and regional advocacy strategies led by network members.

Team and Resource Management

- Lead, manage, and coach a multidisciplinary team of advocacy advisers, ensuring high performance and alignment with organisational goals. These are hybrid roles, with approximately 50% of their time dedicated to global advocacy and the remaining 50% focused on technical support to network members and contribution to programme development.
- Manage advocacy and research budgets effectively, ensuring compliance with donor requirements and strategic resource allocation.

Cross-Organisational Collaboration

- Work closely with Programme Support, Network Development, MEAL, Fundraising, and Communications teams to embed evidence and influencing in all areas of work.
- Coordinate joint advocacy and research initiatives that connect policy engagement with programme delivery and impact measurement.

Skills and experience required

Essential

- Proven strategic leadership in global advocacy, policy influencing, and research within the international development, humanitarian, or human rights sectors.
- Strong leadership, planning, and performance management skills, with a track record of delivering results through high-performing, diverse, and remote multidisciplinary teams.
- Deep understanding and practical application of rights-based, inclusive, and intersectional approaches—especially relating to age, gender, disability, and displacement.
- Demonstrated success in designing and implementing partner-led advocacy strategies that centre lived experience and community priorities.
- Experience influencing policy at national, regional and international levels through coalition-building and senior-level relationships with governments, multilateral bodies and donors.
- Strong analytical and research skills, with experience designing or overseeing ethical, participatory research and translating evidence into compelling policy and advocacy outputs.
- Demonstrated ability to build and sustain high-impact partnerships with academic institutions, think tanks and policy platforms.
- Track record of securing income for advocacy or research, including developing fundable propositions and engaging institutional donors with fundraising colleagues.
- Skilled in budget oversight and resource management, including accountability in donor-funded initiatives.
- Ability to monitor advocacy impact, policy trends, and funding landscapes, and to adapt strategies accordingly.

- Experience of strengthening the capacity of civil society, networks or grassroots movements, particularly in low- and middle-income countries, through mentoring, training and tailored support.
- Lived experience of the Global South or extensive professional experience working in Global South contexts.

Desirable

- Strong knowledge and networks in European/global institutional policy and donor environments
- Experience engaging with media to support advocacy.

Education and Qualifications

- Degree in international development, public policy, human rights, social sciences, or a related field (or equivalent professional experience).
- A postgraduate qualification is an asset but not essential where practical experience is strong.

Other Requirements

- Willingness to travel internationally
- Ability to work across cultures, sectors, and geographies in inclusive and equitable ways.
- Excellent communication skills in English (spoken and written); additional languages used in the Global South (e.g., Spanish, French, Arabic) are highly desirable.
- Deep commitment to locally led development and the principles of Partner-Led Programming.
- We actively value and encourage candidates with lived experience of inequality, marginalisation, or systemic exclusion—especially related to age, gender, disability, displacement, or economic injustice.
- Familiarity with ageing, inclusion, and rights issues in Global South contexts is a key asset.

Key Behavioural Competencies

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.

Competencies	Description
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.

How to apply

Qualified and experienced candidates are encouraged to review the full Job Description and submit their **Cover Letter and CV** to **Jobs@helpage.org** no later than **Sunday, 1 November 2026**.

Applicants must have the legal right to live and work in the stated locations. Please note that only shortlisted candidates will be contacted.