

Job Description

Job title: Deputy Director, Technical: Economic Empowerment

Job location: Global

Reports to: Director PSD

Responsible for: Technical Team: Economic Empowerment

Job holder: vacant

Department: Policy & Programme Strategy

Job purpose

The purpose of this post is:

- (1) To lead Sightsavers technical expertise in Economic Empowerment. This role will ensure that the organisation's work in this area is strategically driven, technically-sound, at appropriate scale, and effectively implemented, and that the country offices, partners and wider organisation have necessary technical support and guidance.
- (2) To oversee the work of the Economic Empowerment team delivering Sightsavers' strategy and ensuring an appropriate and relevant global portfolio of programmes in this area. This includes providing strategic direction and overseeing technical support to country-specific programmes and ensuring that the overall portfolio of programmes is aligned with the organisational strategies. Please read more about the approach [here](#)

Principal accountabilities:

1. To lead the operationalization of the Economic Empowerment work as defined in the Social Inclusion strategy and ensure that all work in this area is aligned, strategically driven and result oriented.
2. Providing leadership across the organisation to ensure programme teams are working towards common objectives. Includes chairing the ROAR thematic group and having the leading role in recommending priorities to senior management. Leads the analysis of LAMP/SIM data to ensure successful delivery of the strategy.
3. To lead the Economic Empowerment team providing oversight of the technical leadership and expertise in this area to guide the development and delivery of effective programmes ensuring that Sightsavers' programmes are informed by best available evidence and best practice, and effectively designed, implemented, and evaluated.

4. To strengthen inter-thematic linkages and create synergies across the Programme Strategy & Development directorate through working with other Deputy Directors as part of the Technical Leadership team.
5. To strengthen collaboration across the organisation through working closely with thematic experts in other teams, including Policy and Global Advocacy and research.
6. To lead in the identification of new strategic initiatives and innovative approaches in Economic Empowerment to improve and enhance the quality of Sightsavers' work especially within cross-cutting areas of priority including climate action, gender responsiveness and fragile environments.
7. To undertake senior level representation of Sightsavers as a thematic/technical expert with external stakeholders, including with key partners and global networks, and participate in media engagements as needed.
8. To manage administrative, budgetary, compliance and reporting requirements of the Economic Empowerment team, including cost centre management, team performance, and monthly progress reports.
9. The jobholder will be responsible for ensuring that everyone working in his/her area has been made aware of the Safeguarding policy and procedures and should take appropriate action if compliance is not maintained.

The principle accountabilities are not meant to be an exhaustive list of tasks. The need for flexibility is required and the job holder is expected to carry out any other related duties that are within the employee's skills and abilities whenever reasonably instructed.

Jobholder entry requirements - *the essential knowledge, skills and behaviours required*

Knowledge (education and related experience):

- A Postgraduate qualification (minimum Masters or equivalent experience) in a relevant field, e.g., international development, business administration, international public policy, economics.
- Significant experience in economic empowerment/livelihoods in the government, non-governmental or private sector organisations
- Experience of working with the private sector and in building innovative, impactful public-private partnerships

- Significant experience leading and developing programmes in Economic Empowerment.
- Experience in programme management and programme innovation
- Understanding of theories and practice of management in organisations
- Significant experience in managing diverse teams
- Experience of working in partnership with diverse organisations and partners including government ministries, professional bodies, the private sector, civil society organisations and bilateral and multilateral development organisations.
- Proven experience in understanding and responding to the complexities of working across multiple countries and continents in an international development organisation.
- Experience in developing and disseminating good practice guidance to and supporting adoption by programme level staff.

Skills (special training or competence):

- Excellent analytical thinking and ability to plan strategically from organisational perspective.
- Excellent leadership and networking skills.
- Ability to build strong working relationships across different departments and work collaboratively as a member of cross-functional teams.
- Proven ability to initiate, innovate and translate ideas into effective action plans.
- Excellent communication and influencing skills and ability to represent the organisation externally
- Strong numeracy skills
- Strong written and spoken communication skills, including experience in preparing reports, presentations and academic papers
- Excellent ability to plan and prioritise workload
- Solid computer skills using Microsoft Office Suite
- Ability to travel internationally for at least 12 weeks per year
- Ability to communicate in French and/or Portuguese would be desirable
- An understanding of and commitment to equality of opportunity for people with disabilities.

Core Behaviours:

- Communicating & Influencing
- Team Working
- Planning & Organising
- Change & Improvement
- Decision Making
- Delivery and Implementation

Key relationships

Internal

- Director PSD
- Director PS2
- Deputy Directors
- Director Research and Evidence
- Director Policy and Global Advocacy
- Director Campaigns and Communications
- Director IFT
- Regional and Country Directors
- Technical Director, NTD department
- Planning and Performance Director
- Head of MEL and DART teams
- Senior Management Team

External

- Professional bodies and organisation
- International partner organisations, coalitions, and other international agencies
- Private sector organisations
- INGOs involved in similar technical sectors
- Regional stakeholders
- Academic institutions

Financial data

Budget responsibilities cost centre management