<div align="center">**Job Description**</div>

Job Title: **Global Technical Lead** –Social inclusion and mainstreaming

Job Location: **UK or Sightsavers Programme Countries**

Reports to: Deputy Technical Director: Social inclusion (SI)

Department: Programme Strategy & Development, PS2

Background:

Sightsavers' programming in disability inclusion is growing and we deliver a range of disability rights programming in Sub-Saharan Africa and South Asia, which are designed to expand civic space and to make systems and processes more inclusive of people with a range of impairments.

Our social inclusion strategy covers four thematic areas: inclusive health, economic empowerment, citizenship, and political participation, and promoting the rights of women and girls with disabilities. Gender mainstreaming is a core commitment of our work and addressing stigma, negative stereotypes and discrimination is a priority. Similarly, climate action is a core organisational commitment, and all projects now have a climate-related component. Cross-cutting all our work is a strong influencing commitment to ensure that the SDGs, Disability Summit Commitments and UN treaties are implemented effectively, particularly those relating to disability (UNCRPD).

We seek a committed and dynamic individual, with expertise, experience, and commitment to addressing inequalities, to join our team of social inclusion professionals. The post-holder will be responsible for providing technical support in the design of new projects, the provision of technical expertise to ongoing initiatives and will also play a role in shaping the strategic direction of Sightsavers approach to disability inclusive decision-making, gender mainstreaming, and supporting our policy and global advocacy priorities.

Job Purpose (the overall purpose and function of the job):

To support the Deputy Technical Director, Social inclusion in delivering Sightsavers' work in inclusive decision-making. This will include working closely with country office staff to deliver our West Africa portfolio of projects addressing inclusive citizenship and political participation (CPP), a core component of our Social Inclusion Strategy. Inclusive democracy is an area of growth for Sightsavers and the post-holder will have a significant role in growing the portfolio.

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The post-holder will provide Sightsavers with high quality technical and strategic programmatic advice in and inclusion and gender mainstreaming and lead our efforts in disability mainstreaming across a number of key projects as well as new programmes in the future. There will be a specific focus on supporting Organisations of Persons with Disabilities (OPDs) engage in political and developmental-related processes at local, national and regional levels and this will include climate-related frameworks and networks. The post-holder will also take a role in strengthening organisational capacity on social inclusion, and ensuring our staff and partners have the knowledge and skills that will enable them to operationalise our strategy and approaches.

Principal Accountabilities:

These are indicative and general accountabilities. These will be refined in discussion with the post-holder, based on areas of expertise, interest and organisational needs.

1. Through a combination of in-person and remote working, provide Sightsavers staff and our partners, technical leadership, support and guidance in the area of disability inclusion across our thematic area of citizenship and political participation, informed by current best practice and evidence.

2. Identify the capacity building needs of Sightsavers' staff and partners globally to deliver social inclusion programming and develop and delivering training and other capacity building initiatives that enhance local leadership and delivery.

3. To work with Global Technical Leads and other teams to identify new strategic initiatives and innovative approaches in social inclusion to improve and enhance the quality of Sightsavers' work including in fragile environments and promoting locally led development.

4. Develop tools and guidance, as required including the development of good practice materials and technical resources around disability mainstreaming and disseminate appropriately as part of a coordinated effort.

5. Work closely with other teams to consolidate learning and develop tools that help capture and track progress in responding to thematic learning questions.

6. Represent Sightsavers externally and strengthen partnerships with relevant stakeholders, including for example, organisations of persons with disabilities (OPDs), government officials, other NGOs and CSOs and the private sector.
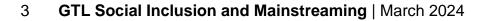
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7. Work with fundraisers to generate additional financial resources to expand the portfolio, participating in partnership discussions and strategic planning processes.

8. Contribute to the design of new opportunities, providing technical review of programme and funding proposals and in the design process, ensuring that our programming is aligned to our social inclusion strategic framework and our objectives achievable.

9. Keep updated with the latest discourse around rights and equalities and inclusive development though identifying and exploiting opportunities for professional development and communicating this information throughout the organisation.

10. Actively engage in the Social Inclusion Thematic Group, fostering creative and productive relationships across all parts of the organisation, in particular, strengthening the evidence base of what works with the researchers and other programmes such as the FCDO-funded DID team.

11. To contribute to communications about our work both internally and externally.

The principal accountabilities listed above are not meant to be an exhaustive list of tasks. The jobholder will be expected to be flexible and carry out any other related duties that are within the employee's skills and abilities whenever reasonably instructed.

Jobholder Entry Requirements - *essential knowledge, skills & behaviours required*

Knowledge (Education & Related Experience):

- A postgraduate qualification or equivalent practical experience in a relevant field (social work/social inclusion; gender studies, disability studies, public health, international development etc.)
- Knowledge of current issues and best practice in social inclusion, gender, disability and development
- Experience in social inclusion and rights-based programming in low-resource settings
- Experience in developing and adapting programme guidance tools and other resource materials.
- Experience in collating, synthesising and disseminating best practice guidance, research and programme learning.
- Demonstrable experience of supporting capacity strengthening initiatives and programmes with marginalised groups in low-resource settings
- Good knowledge of the key international networks and organisations working on social justice and inclusion
- Experience of representing an organisation at conferences and events

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Skills (Special Training or Competence):

- Ability to build strong working relationships across different departments and work collaboratively as a member of teams.
- Proven ability to initiate, innovate and translate into effective action plans.
- Creative problem-solving abilities.
- Leadership and networking skills
- Excellent oral and writing skills in English and French
- Good communication, influencing skills and ability to represent Sightsavers externally.
- Able to travel for up to 12 weeks a year.
- An understanding of and commitment to equality of opportunity for disabled people

Key Relationships

Internal

- Deputy Technical Director, Social Inclusion
- Other Global Technical Leads
- Regional and Country Directors
- Programme staff at country level
- Policy and Advocacy Advisors: Social Inclusion
- Research team and Evidence uptake and learning advisers.
- MEL Officers
- Global fundraising teams

External

- Professional bodies and organisations
- International partner organisations and other development agencies and networks working in disability, livelihoods and development.
- Research, policy and disability institutions and bodies
- Donors and other influential programming policy directors

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