

# Role Profile: Humanitarian Policy and Advocacy Lead

Role updated: 08/04/2025

<b>Department</b>	<b>Division</b>	<b>Location</b>	<b>Salary Band</b>
Impact	Humanitarian	UK - London	B High
<b>Reports to</b>	<b>Matrix Manager</b>	<b>No. of direct reports</b>	<b>Value-based behaviour</b>
Head of Humanitarian	Head of Policy and Influencing	1	Team/ Project Manager

## Purpose

The role is a senior position that will lead Christian Aid's humanitarian programme policy and advocacy work, aligning with organisational values and goals to maximise impact.

The role is responsible for shaping, leading and promoting our humanitarian policy and advocacy.

The role will represent Christian Aid at the global level in raising the organisation's visibility and influencing humanitarian policy and practice.

The role will be Christian Aid's representative at the humanitarian leadership level within the DEC and will work with the Head of Humanitarian in engagement with the ACT Alliance.

The role will enable MCC leadership to develop and deliver humanitarian programming that brings about positive change in humanitarian action and practice.

## Main Areas of Responsibility & Accountability

- Lead on the development of Humanitarian Policy and Advocacy and ensure it is aligned with the overall Policy and Influencing strategy and connected across the Impact Department and wider organisation.
- Develop and implement best practice in humanitarian response across MCCs, providing sector experience to support teams and ensure an enabling culture of continuous learning and improvement.
- Identify and source technical support for MCCs and partners where needed in our humanitarian signature priority programme areas, making the best use of limited resources.
- Act as a key influencer in sector policy and practice with regards to level of support to locally led responses amplifying impact.
- Drive an increased visibility of Christian Aid and the work of partners across regional and global platforms, looking for opportunities to share learning and amplify impact.
- Foster and build on our strong and dynamic relationship with the DEC, evidence of high performance across DEC appeals.
- Lead engagement with international humanitarian policy forums and stakeholders to drive meaningful change and improvements in the humanitarian eco system with reference to humanitarian advocacy priorities around localisation, accountability to affected populations, disaster resilience, anticipatory action, survivor-led response and cash-based responses to emergencies.
- Ensure learning and feedback is captured and promoted to enable a culture of continuous learning and improvement.
- Foster a culture of innovation where Christian Aid is on the front foot in developing and piloting new people-centred humanitarian approaches that build on existing progressive ways of working.
- Deputises for the Head of Humanitarian in their absence.

### Key Decisions

- Highly developed ability to lead the Humanitarian Policy & Advocacy agenda, setting the strategic direction of humanitarian policy and practice work, aligned with organisational values and goals.
- Contribute to and co-develop Christian Aid's crisis advocacy strategy in collaboration with the Crisis Policy and Advocacy Advisor and provide advocacy support on crisis contexts.
- Highly developed ability to act as a spokesperson for Christian Aid on issues around humanitarian programme policy and practice.
- Budgetary authority (if applicable): Monitors and manages restricted funds budgets for the area.

### Problem Solving

- Highly developed ability to initiate and innovate, using own judgement to recommend and implement actions necessary to meet the challenges faced.
- Highly developed ability to assess and analyse the current humanitarian global context, developing and leading Christian Aid's humanitarian policy, practice advocacy strategy, aligning with organisational values and goals.
- Developed ability to foster cross-functional consensus and take a long-term values-based approach.
- Highly developed ability to act decisively and adapt plans quickly to respond to emerging situations and changing environments.

### Key Interfaces

- **Internal:** Member of the Humanitarian Division leadership team, close coordination with MCC and global policy and advocacy leadership, Head of Policy and Influencing, liaises with senior staff across other departments.
- **External:** Oversight of Christian Aid's relationship with the DEC. Works closely with the ACT Alliance, ACT EU, START, ALNAP, CHSA, VOICE, BOND, ICVA, C4C, CALP, Grand Bargain and other regional and global networks. High level engagement with government and donor agencies, including FCDO, UN agencies, EU. Represents Christian Aid in high level meetings globally and in the media especially during emergency responses.

### Knowledge, Skills and Experience

#### Essential:

- Post graduate or equivalent qualification in an emergency or development related subject.
- Significant knowledge of humanitarian issues and best practice in humanitarian action.
- Significant experience of leadership in a humanitarian context.
- Experience of leadership across a diverse range of humanitarian contexts.
- Significant experience of influencing policy and decision-makers globally, at UK level and in countries affected by crisis.
- Highly developed ability to build good contacts with senior officials and with organisations in the sector, including church-based organisations
- Highly developed communication skills and experience of working with news media.
- Detailed understanding of humanitarian best practice and international standards including SPHERE and CHS.
- Understand of and commitment to Christian Aid's people-centred humanitarian programming approaches including sclr, assess and assist, and anticipatory action.
- Highly developed ability to equip and encourage staff to take responsibility and promote empowered working within a complex organisation.
- Significant experience of managing performance to a high level.
- Highly developed ability to contribute to and work successfully as part of leadership and cross-organisational teams.
- Highly developed oral and written communication skills, including preparation of assessment reports, project proposals including budgets and report writing.
- Highly developed ability to negotiate, influence and persuade others.

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**Travel**

**In Country:** Up to 50 days

**Global:** More than 75 days

