



LOCALISATION ADVISOR



JOIN THE TEAM!

Action Against Hunger is building a world where no one dies from hunger. Life-threatening hunger is predictable, preventable and treatable, so a world without it is possible.

We tackle it where it hits and lead research to stop it. We work relentlessly to save lives and to create a world free from hunger.

We stop life-threatening hunger in its tracks. By training parents and healthcare workers to spot the signs, we get life-saving care to people who need it. Our research drives forward understanding of how to predict, prevent and treat life-threatening hunger. With unbeatable knowledge and unstoppable determination, we're taking action against hunger

WE HAVE THREE ORGANISATIONAL VALUES:

1. We work in partnership
2. We are trusted experts
3. We are unstoppable changemakers

If you want to be part of this mission and if you share our values, come and join us.

We welcome applications from all sections of the community and we encourage as broad a range of candidates as possible. If you need any additional support to help you through this process, please let us know by sending an email to jobs@actionagainsthunger.org.uk

CHECK OUT OUR SOCIAL CHANNELS:



AAH_UK



Action Against Hunger UK



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ROLE DETAILS

Job title:	Localisation Advisor
Grade:	PO1
Department:	Evaluation, Accountability and Learning (ELA)
Reports to:	Head of ELA (Network)
Job location:	For those in the Greater London area: office based in Greenwich for 2 days per week with ability to work up to 3 days at home Office attendance may be modified for those living outside London
Duration:	Permanent
Hours:	37.5 per week
Salary band:	£39,771 - £42,531 per annum

JOB PURPOSE

Action Against Hunger is committed to changing the way we work so that we better recognise, respect and strengthen the leadership and capacity of local and national actors. To support this a revised Local Partnerships Policy was approved in 2023. As we work to strengthen our Local Partnership approach, we are also further exploring what Localisation means to us in practice and re-thinking our role as an international actor.

We recognise that there is not a 'one size fits all' approach to Localisation and while certain efforts may be appropriate in some contexts, they won't work in others. Similarly, what might work for some INGOs, might not necessarily work for Action Against Hunger. It is therefore important that this process is built on the practices, experiences and views of Action Against Hunger staff and especially those working closest with the people, communities and the local actors we work with.

This Project is part of Action Against Hunger's international Evaluation, Learning and Accountability (ELA) Project - an international Project funded by the Action Against Hunger Network to strengthen evaluation, learning and accountability across the organisation. The Project is led by the ELA Team, which sits in Action Against Hunger UK's Operations Department. The ELA Team works in close cooperation with international Working Groups representing Action Against Hunger staff across the Network.

We are looking for a Localisation Advisor to join the ELA Team and take the lead on driving

Action Against Hunger' Localisation movement in cooperation with an international Working Group(s). The Localisation Advisor will play a critical role in turning plans and policies into practice through the provision of operational and programmatic expertise on Localisation and Local Partnership.

We're looking for an individual who is familiar with the Localisation agenda and has experience working in a large, complex international humanitarian/development organisation. Experience in-country and/or experience in organisational change processes is desirable. The candidate should be interested in discussions around accountability and passionate about making meaningful changes across the organisation in order to strengthen accountability and improve the sector as a whole.

KEY DUTIES AND RESPONSIBILITIES

- 1. Lead the delivery of the Localisation and Local Partnership workstream including development of a global strategy and framework for the Network, ensuring ongoing project management, associated monitoring, reporting and risk management, and production of impactful, user-friendly content products.**
 - Coordinate working groups for the workstream with representatives from across Action Against Hunger Network, ensuring clear roles, responsibilities, and effective sharing of knowledge and resources
 - Ensure that operations expertise from across the Network is consulted in the development of the different priorities and objectives, e.g. through engagement of Country Office and HQ colleagues, Technical Reference Groups, International Management Groups, etc.
 - Lead the development of the Localisation strategy and framework
 - Support the Network through the HQs to implement the Local Partnership Policy
 - Develop a monitoring framework for the Localisation and Local Partnerships workstreams
 - Work with individual Country Offices in supporting the implementation of the policy (e.g. adapting existing strategies to the new policy)
 - Collect learnings on Local Partnership and share with the Network.
- 2. Document and share Localisation and Local Partnership practices across the Network**
 - Identify, mobilise, and build relationships with the Country Offices to document and share Localisation and Local Partnership Practice
 - Work with selected HQs and countries to understand their current state and direction of travel - mapping out the framework for how countries will get to where they want to be, the operational changes required to get there and the support that they would need to achieve this (guidance, resourcing, systems etc.)
 - Gather evidence of the types of Localisation and Local Partnership activities our policies/processes/requirements support, and the activities they hinder
 - Support mapping and analysis of HQ and Country Office Localisation activities, investments, and milestones
 - Documentation and sharing of case studies with the Network
 - Supporting the uptake of learnings and recommendations drawn from case studies

- 3. Actively promote organisational learning around including Localisation, Local Partnership, community engagement and the Core Humanitarian Standard**
 - Contribute to knowledge management, sharing and learning across the Localisation and Local Partnerships workstream, ensuring the representation and visibility of Country staff and partners' voices
 - Support and promote a bottom-up approach to learning across the Action Against Hunger Network
 - Represent Action Against Hunger UK at external working groups related to Localisation
 - Stay informed about the latest developments around Localisation and bring this knowledge and learnings to the working groups and wider Network
- 4. Support, where required, the other lines of work led by the ELA Team (including community engagement, International Strategic development, CHS self-assessments), and stay informed and promote links where needed**
 - Identify, coordinate, and ensure alignment with other related workstreams that sit outside of the ELA remit (e.g., Operations, Finance and Risk, HR and Governance, Decolonisation) and communicate implications for this work
 - Act as a positive role model, exhibiting leadership and celebration of diversity and inclusion within your team and with others
 - Collaborate effectively as a member of the Evaluation, Learning and Accountability Team, developing and delivering aligned workplans and supporting shared objectives
 - Be a collaborative member of the UK HQ

The above list of key duties is not exclusive or exhaustive and the post holder will be required to undertake such tasks as may reasonably be expected within the scope and grading of the post.

The job will involve international travel, in line with our International Environmental Framework. And finally, you'll need to adhere to our Code of Conduct and organisational policies and protocols

PERSON SPECIFICATION

EXPERIENCE AND SKILLS REQUIRED

ESSENTIAL

- Experience of working on Localisation and Local Partnership issues / challenges within INGOs
- Experience of work with local civil society organisations and/or local authorities in the global south
- Experience of working within a large complex international humanitarian or development organisation
- Programmatic/operations experience at country-level in the humanitarian/development sector
- Knowledge of the Core Humanitarian Standard on Quality and Accountability (CHS)
- Experience managing stakeholders with varying priorities to achieve a common goal and meet tight deadlines.
- Experience in solving complex issues through analysis, definition of a clear way forward and ensuring buy in
- Demonstrated ability to develop and manage productive relationships with wide range of stakeholders, including country offices and senior leadership ensuring buy-in to a shared vision and project.
- Experience of challenging yourself and others to review and question the effectiveness of standard approaches and a role model and demonstrates a positive acceptance of change
- Strong organisation and time management skills. Ability to plan ahead and prioritise competing tasks.
- A demonstrable personal and professional commitment to uphold the principles and practices in relation to equality, diversity and inclusion and the vision, mission and values of Action Against Hunger
- A willingness to undertake overseas travel
- Fluent in English (verbally and in writing)

DESIRABLE

- Experience working on organisational change processes
- Working knowledge of French and/or Spanish language (verbally and in writing)
- Familiarity with organisational learning theory and practice
- Lived experience of Action Against Hunger priorities and countries of operation

THE BENEFITS

You're likely to be joining us because you're as passionate about the cause as we are. But since you're here, here are some more great reasons to work with us:

- we're all about work-life balance and are flexible so you can manage work around your needs
- we'll enrol you in our pension scheme, contribute 6% to it every month and give you free Group Life Cover, if you put in at least 4%
- interest-free season ticket and personal loans (subject to eligibility)
- payroll giving scheme
- ride-to-work scheme
- private medical insurance
- free health cashback scheme, including dentist and optician appointments
- discounted gym and health club membership
- online shopping discount scheme
- annual staff recognition awards with gift voucher prizes
- employee advice line – free confidential access to financial and legal advisors
- telephone and online counselling sessions
- organisational sick pay – starting at four weeks full pay plus two weeks half pay, increasing with service
- 25 days holiday plus eight bank holidays, increasing with service after two years. You can also buy up to five extra days of annual leave each year
- enhanced maternity and paternity pay
- up to five days paid carers' leave
- up to 24 hours paid leave per year for employer-supported volunteering
- we operate an incremental pay structure. It's our policy to offer successful candidates the bottom of the advertised range. But if a candidate can demonstrate their current or most recent salary is higher, we'll increase our offer within the advertised range.

**“MUNIRA WAS VERY
SICK. BUT NOW, I
AM SO HAPPY, SHE
RUNS AROUND AND
PLAYS.**

**“ACTION AGAINST
HUNGER HAS
HELPED US
A LOT.”**

- Medina, Somalia

