

Role Profile: Programme & Partnerships Lead

Role updated: 25/03/2025

Department	Division	Location	Salary Band
Impact	Programme Policy and Practice	Global	B Mid
Reports to	Matrix Manager	No. of direct reports	Value-based behaviour
Global Head of Programme Policy and Practice		4	Team / Project Manager

Purpose

This role is pivotal to the design, strategic oversight and impact success of signature programmes for the wider organization . It works closely with Multi Country Clusters (MCC) leadership to ensure coherence of the signature programme and ensure the programmes contribute to the wider organization's impact framework under the new strategy . The role oversees key technical capacity for global programmes covering MEAL, Programme partnerships and Programme Portfolio Management . The role provides technical oversight on the core signature programme architectural processes and methodologies , and provides leadership to the wider organization in ensuring programme , partnership and MEAL frameworks are enhanced and organizational capacity is built on decolonized and locally-led approaches to programming and partnerships.

The role provides programmatic leadership to Impact department and sits on the leadership team of the Programme , Policy and Practice Division (PPPD).

Across MCC programme portfolios this role will provide support to ensure a coherent application of our partnership principles and alignment with organizational values and goals.

The role provides leadership in managing the MEAL Advisor , a Programme Impact and Portfolio Management Advisor, and a Partnership & Civil Society and Faith specialist to help deliver high-impact programmes with an emphasis on decolonial approaches and methodologies. The role will provide specific support to the development of Christian Aid's faith based partnerships.

The role spearheads localisation and CSO approach as an underpinning ethos of the new organizational mode.

Main Areas of Responsibility & Accountability

- Inspire and motivate the team and colleagues in the Programme Policy and Practice division to support MCC's, to drive meaningful impact across our programmes
- Work across Departments to support the design of signature programmes, including building connections across the MCCs, developing an appropriate MEAL framework and ensuring effective reporting and links to Organisational Effectiveness.
- Guide the Global MEAL Advisor and collaborate with Organisational Effectiveness Department to commission internal and external impact evaluations and research for signature programmes and the wider organization impact framework ; this will include a focus on decolonial approaches to evaluation.
- With an emphasis on signature programmes work with IPE and MCCs to identify opportunities for the further development of signature programmes.
- Ensure financial processes and guardrails are in place to support the strategic allocation of programme resources to MCCs.
- Develop and maintains strong cross sector and internal relationships that fosters cross-functional consensus.
- Collaborate with MCC's to develop and communicate a clear picture of Christian Aid's programmatic portfolio, and of delivery of organisational impact that aligns to organisational values and goals.

Key Decisions

- Ability to advise and influence on strategic decisions to Senior Departmental Leadership Team in Impact Department around programme direction & resource allocation towards signature programmes and unrestricted allocations.
- Ability to advise on investment and management of large, high-impact programmes.
- Identify gaps in programme capacity and advise on appropriate enabling support.
- Ability to work with multi-regional leadership teams and cross-functional teams in providing programme and partnership direction for the organization.

Budgetary authority:

- Budget holder with primary focus on Portfolio Management and impact.

Problem Solving

- Ability to work across teams to support the development of signature programmes. Ability to work across functions to develop MEAL framework for signature programmes.
- Ability to work across teams and cultures to help build a culture built on connections and learning.
- Ability to resolve delivery challenges, bringing functions together to identify solutions.
- Developed ability to resolve issues related to underperformance or delays in programme delivery, knowing when to escalate as appropriate.

Key Interfaces

- **Internal:** Work across MCCs, IPE teams to support fundraising and communications, Organisational Effectiveness to connect with strategy and corporate reporting of impact.
- **External:** working across the sector to make connections and build visibility of impact through signature programmes.

Knowledge, Skills and Experience

Essential:

- Degree or equivalent qualification in business, economics, international development, or a related discipline.
- Significant senior management/ leadership experience.
- Experience in problem solving to unblock obstacles for programme delivery success.
- Experience of developing innovative multi-country programmes.
- Experience of developing budget recommendations linked to multi-country programmes.
- Experience of team design and recruitment of programme delivery roles.
- Substantial experience of partnership management.
- Substantial experience of project design, monitoring and evaluation tools.
- Openness to understanding and working with decolonised approaches to project design, monitoring and evaluation tools.
- Understanding of financial controls and procedures including due-diligence processes - highly numerate.
- Highly developed communication skill written and verbal.

Desirable:

- Developed understanding of operating with a total economy approach.
- Highly developed relationship building and facilitation and senior stakeholder engagement.
- Developed ability to devise and implement strategies.
- Highly developed negotiation skills.

Travel

In Country: Up to 75 days

Global: Up to 75 days