

ActionAid DK Job Profile

General information	
JOB TITLE:	International Director
TEAM:	International Cluster
POSITION REPORTS TO:	Secretary General
START DATE:	01/05/2024
DURATION OF CONTRACT:	8 years
HOURS / WEEK:	Scattered hours: NO <input checked="" type="checkbox"/> YES <input type="checkbox"/> Required to be On-call (part time): NO <input type="checkbox"/> YES <input type="checkbox"/>
TRAVEL:	Travel activity per year: 3-4 weeks Planned to post abroad: NO <input type="checkbox"/> YES <input type="checkbox"/> - if yes: Duration of posting: Choose an item., Salary scale: Choose an item.

Context
ORGANISATIONAL DESCRIPTION: <p>ActionAid Denmark is global organization headquartered in Denmark and a part of the ActionAid Federation. We focus on strengthening young activists and social movements. We support these agents of change in creative activism, leadership development, and organizing so that they can realize changes. We have a special focus on two of the largest challenges of our time: the democratic and the climate crisis.</p> <p>Together with other members of the ActionAid federation and a network of Global Platforms and Youth Hubs, civil society partners and movements, we work in more than 70 countries throughout the world.</p> <p>Our organizational structure is based on teams with delegated authority and initiative within given areas. We bring teams together in clusters – National, International and Operations – each led by a cluster director. The clusters are designed to support accountability to the senior leadership, but also to support collective leadership and collaboration between the teams.</p>
TEAM DESCRIPTION/TEAM CONTEXT: <p>International Cluster</p> <p>The international cluster is responsible for our programs and policy work in the Global South, and our collaboration with ActionAid country partners. It consists of four teams and our international training center in Tanzania (TCDC).</p> <p>International Programs and Partnerships Team (IPP)</p> <p>The IPP team develops and manages our programs and partnerships with ActionAid and local partners around the world. They have country knowledge and relationships, and support high-quality program coordination, communication, and accountability at the country level in line with our focus on localization. The primary partners are ActionAid organizations.</p>

KNOW - Policy, Evidence and Fundraising Team

The Policy, Evidence and Fundraising team manages global programs, develop knowledge, resources, and evidence on our approach to climate justice, youth-led humanitarian work and Leave No One Behind, communicate our impact and support institutional fundraising. The primary partners are donors, local partners, and the ActionAid Global Secretariat.

MOVE - Global Center for Youth Activism and Social Movements Team

The social movement center leads our support to social movements globally. They develop and manage digital training programs, develop resources, and support action-research and communication around social movements. The Global Center is co-managed with ActionAid India, ActionAid Nigeria and TCDC

The primary partners are social movements, global movement-minded organisations and research institutions.

Global Platform Secretariat and People2People Team

Global Platforms are ActionAid's network of more than 75 training and campaigning hubs of youth-led activism. The Platforms are dynamic and inspiring environments where young people (aged 16-35) live and learn together, where they can think freely, develop their own ideas and connect, discuss and act on local, national and global political issues. The Global Platform secretariat manages the global platform network together with relevant ActionAid organizations and other partners, including support to expansion, quality and identity of the platforms as well as supporting joint campaigns, events, training, reporting and fundraising within the Network. The primary partners are the Global Platforms.

TCDC

TCDC is our flagship training and conference center in Tanzania. It specializes in developing transformational leadership in young people, through leadership training, social dialogues, and knowledge-dissemination. The primary partners are African civil society organizations, Danida Fellowship Center, and ActionAid organizations.

Job & Profile

ROLE: Cluster leadership (40%)

Exercise and contribute to good management, so that Team Leaders and employees have the best framework to deliver and develop. The director is the direct manager of 5 team leaders, consisting of experienced managers who work closely together and meet regularly in the cluster leadership.

Tasks:

- Clear priorities, mandates and delegation within the Cluster relevant for the development of budget, planning, outcomes and implementation.
- Development of shared culture and coordination among teams incl. common systems and approaches, balance of ambition and well-being, and information sharing.
- Lead cluster management meetings, departmental meetings and ensure cross-functional cooperation.
- Sparring and coaching of team leaders, including development of staff capacities and teamwork.
- Support in HR leadership and organizational issues when required.

ROLE: Institutional fundraising and stakeholder relations (30%)

Expand and diversify funding for our international work, working with team leaders and fundraising focal points. AADK's main donor partner for our international work the Danish Ministry of Foreign Affairs and we interested in developing stronger relationships with EU and other key donors within our program areas.

Tasks:

- Maintain and develop strong relations and cooperation with key stakeholders and donors e.g. AAI, Danida, EU, foundations and others.
- Ensure good internal systems and processes for successful fundraising.
- Ensure strong evidence of program quality and impact in key areas of the international cluster including climate justice, democratic participation, youth, social movements and humanitarian work.
- Lead development of strategic partnership agreement with Danida.
- Understand external conditions and seek out opportunities to support ActionAid partner countries, civil society organisations, social movements, activists and other relevant stakeholders.

ROLE: Strategic program development (20%)

(Description of a possible secondary role)

Tasks:

- Develop strategic directions and priorities for AADK's international work, incl. further development of AADKs approach and work within priorities.
- Work with team leaders to translate strategic priorities around climate justice, democratic participation and youth and movements in humanitarian settings into practical and proven program approaches.
- Clearly communicate the strategic direction and impact of AADK international work within and beyond the organization

ROLE: Cross-organizational Leadership (10%)

As part of the Senior Leadership Team you will help provide overall strategic leadership for the whole organization.

Tasks:

- Participate actively in weekly senior leadership team meetings, strategy development and support for LT colleagues.
- Lead and support Signature Projects and other cross organizational initiatives.
- Participate in management team meetings and initiatives and leadership development program.
- Representation to the board and council in areas relating to international work.

KEY COMPETENCIES

(List of professional and personal competencies/expectations)

Need to:

- Significant experience in the global South and working with partners, youth and social movements in the driving seat.
- Strategic and practical knowledge and experience from civil society and the humanitarian sector.
- Significant management experience, ideally including leading team leaders or managers, as well as curiosity and interest around new management and leadership cultures and forms.
- A results-oriented management style that can create momentum for the strategy's goals and handle organizational and program complexity.
- Strong track-record with institutional fundraising and donor relationships within EU, bilateral donors and foundations.
- Ability to create a clear framework and communicate about decisions and mandates in line with the Federation's Feminist Leadership Principles.
- Commitment to AADK's values and strategy, and especially knowledge of civil society role in supporting social change through activism and movement work.

Nice to:

- Confidence and experience from at least some of our core thematic areas of youth and social movements, climate justice and democratic participation.
- Understanding of politics, strategic communication, campaigns and advocacy.
- Knowledge and experience working with organizing, with peoples' organizations and movements.
- Ability to balance and connect an activist approach with long term structured development and program work.
- Experience in positioning and profiling organizations and efforts in the outside world.