

## JOB DESCRIPTION Save the Children

<b>Job Title:</b>	Mobilisation & Partnerships Senior Lead
<b>Function:</b>	Humanitarian Leadership Academy
<b>Team:</b>	Crisis Response, Impact and Delivery
<b>Reports to:</b>	Head of Crisis Response, Impact and Delivery
<b>Line Management Responsibility:</b>	No
<b>Job Level:</b>	Red (C)
<b>Location:</b>	Save the Children UK office at Farringdon / home working on a remote first basis.
<b>Criminal Records Check (DBS Level):</b>	<b>Level 1 (Basic)</b>  This level of check will disclose details of any unspent convictions and conditional cautions from the Police National Computer (PNC). In the absence of a DBS an overseas criminal record check would be conducted.

### Our Vision for Children:

A world where every child is thriving, heard and valued, and hopeful for a more just, equal and sustainable future.

In the UK and around the world, our mission is to advance children's rights and power by working with our partners to design solutions and tackle the biggest problems facing children.

### Our Commitment to Equality, Diversity and Inclusion :

Save the Children believes in a world that is inclusive, where equal opportunities and outcomes exist for all children, regardless of where they are growing up. We also apply this to our people - we are committed to developing and supporting a diverse, equitable, and inclusive organisation where all employees feel a sense of belonging.

Who we are at SCUUK is determined by 'The How' (our mindset and behaviours) and 'The What' (our capabilities and skills). We aim to recruit, develop and retain talented people that represent a variety of backgrounds, skills and experiences. We welcome and actively encourage applications from anyone who feels they'd be a good fit for our organisation, regardless of race, religion, colour, age, sex, national origin, sexual orientation, gender identity, disability, neurodiversity or any other protected characteristic.

Not only do we understand, but we champion the value that diversity brings, and believe that having a team with different voices, perspectives and knowledge, working together, will enable us to better the lives of children around the world – the reason we're all here.

## **Our ways of organising ourselves:**

We want to transform into a lighter, more joyful, purposeful and connected and human-centric organisation that creates deep impact for children and welcome people to join us who share these values.

This transformation will take time and will require a willingness to be flexible and open to exploring new ways of doing things. We will continue to transition to increasingly flatter and more agile structures and ways of working, in order to find the best ways of organising ourselves to deliver maximum impact.

In the coming years, our teams' purpose, membership and ways of organising will continue to evolve. While all colleagues will be located in a primary team, they will often also be members of other reconfigurable multidisciplinary teams which come together for a specific period to deliver key products or outcomes. All roles are expected to operate and deliver flexibly, with a focus on creating impact.

The role of a People Manager will continue to evolve, moving towards more coaching and facilitation as relevant. Ultimately, our ambition is to have more self-managing teams where colleagues can work with greater autonomy and accountability.

## **Function/Team:**

The HLA's mission is to inspire a movement for locally led humanitarian action. Our purpose is to work with local actors and organisations to provide tailored resilience and crisis response support that addresses their specific needs, focusing on nurturing and empowering **local leaders, driving collective action** through our networks, thought leadership & research and **amplifying local expertise**, creating opportunities for change and collaboration.

## **Your Role:**

The Humanitarian Mobilisation and Partnerships Senior Lead plays a key role in strengthening collaboration, mobilising expertise, and driving systemic change in line with the HLA Strategy 2025-2027. This role ensures that the HLA's initiatives are rooted in equitable partnerships, locally led action, and collective leadership efforts rather than isolated interventions.

The role will provide strategic oversight, coordination, and innovation to ensure that the HLA's work in leadership, learning and partnerships is aligned with global and regional humanitarian priorities. It will also focus on expanding access to leadership and learning opportunities, ensuring local actors and organisations are at the centre of crisis preparedness, response, and recovery.

With increasing funding pressures and shifting donor priorities, the way humanitarian expertise is mobilised needs to evolve. This role will help shape how leadership, learning and partnerships connect, ensuring that humanitarian action is driven by those closest to the crisis and that resources are used effectively to strengthen long-term capacity.

## **Your Key Performance Outcomes:**

- Provide strategic oversight for the HLA consultancy roster, ensuring it remains a dynamic and responsive mechanism for supporting humanitarian leadership and crisis response.
- Strengthen engagement with local, regional, and international partners, ensuring that collaboration extends beyond funding relationships and actively contributes to collective leadership efforts.
- Ensure that expertise is effectively mobilised, working with networks, rosters and partner organisations to improve accessibility to humanitarian learning and leadership opportunities.
- Support the development of equitable partnerships, ensuring that the HLA's approach to working with local actors reinforces their agency and decision-making power, rather than perpetuating extractive models of engagement.
- Contribute to funding sustainability, identifying opportunities to strengthen cost-recovery models, diversify revenue streams, and align the HLA's work with emerging donor priorities.
- Advocate for a shift in how leadership expertise is mobilised in humanitarian settings, working with partners and sector leaders to influence policy, funding models, and capacity development approaches.

#### **Safeguarding Responsibilities:**

- Proactively risk assess your work and activities, responding to emerging risks rapidly and regularly checking that the existing controls are effective
- Play a key role in implementing our Safeguarding approach (including child safeguarding, adult safeguarding and staff safeguarding) within your areas of responsibility
- Demonstrate clear and visible commitment to zero tolerance for inaction on Safeguarding
- Collaborate with the Safeguarding team on relevant projects or areas of work

#### **The Mobilisation & Partnerships Senior Lead is to carry out the responsibilities of the role in a way which reflects:**

- Save the Children's commitment to safeguarding children in accordance with the Safeguarding Policy and role models our Safeguarding values;
- A commitment to Save the Children's vision, mission, values and approach;
- A commitment to effective management of risk, by operating within the Charity's code of conduct, policies, procedures and controls and by carrying out the risk management and assurance responsibilities of the role as set out in the Risk Policy and Procedures.

#### **Your Working Relationships :**

##### **Internal :**

HLA colleagues  
SCUK colleagues

##### **External :**

SC colleagues  
Partners

## About You:

### Core Capabilities:

These are core capabilities that we have identified to be key to the delivery of our strategy and are important for teams to have, aligned to their purpose.

**HUMAN CENTRICITY:** We quickly adapt to changes and challenges by being flexible and innovative, with people's experience at the heart of what we do.

**IMPACT FOCUS AND ALIGNMENT:** We make a lasting difference for children as defined by the global movement. We don't just count how many people we reach, but that we have a long-term positive impact.

**SYSTEMS THINKING:** We understand how lots of different parts work together to create an outcome. We view the world as a series of systems, and interact, and understand our role in them so we can make better decisions, be better teammates, and find many ways to be more productive.

**INNOVATION:** We come up with new solutions to big challenges and continuously improve. We are both great at executing known tasks and experimenting with new ideas.

### Behaviours and Mindset:

These are behaviours, and the mindset valued within the organisation, and this is how we work. It's the way we want to be with each other. All of us are accountable for striving to develop these behaviours and this mindset. We are expected to approach relationships with positive intent, for the sake of the relationship and the effectiveness of the organisation and these are applicable to everyone.

**ADULT:** We emphasise mutual respect, trust, and teamwork, where everyone is encouraged to make decisions, give feedback, take responsibility, and support each other's growth.

**EXPERIENCE:** We support and respect everyone, ensuring that our relationships, systems, policies, and work enable us to perform our best, feel valued, and make a significant impact for children.

**AGILE AND ITERATIVE:** Everyone adopts a flexible, emergent and collaborative approach, continuously, testing, learning and adapting to improve and solve problems efficiently, even in changing circumstances.

### Area specific skills and knowledge and experience required:

- Direct experience contributing to the mobilisation of humanitarian expertise, such as managing or delivering through rosters, surge mechanisms, or regional leadership networks, ideally in ways that connected people to timely leadership, learning, or crisis response support.

- A strong track record of developing and maintaining partnerships with national and local actors, where collaboration is structured, accountable, and grounded in shared goals, not just relationship management but delivering through partnerships in practice.
- Ability to think strategically and systemically, including identifying where partnerships, mobilisation efforts, or resourcing models can shift leadership closer to crisis-affected contexts.
- Demonstrated experience aligning partnership or mobilisation work with organisational strategies and funding opportunities, including contributing to proposals, working within donor frameworks, and supporting sustainable delivery models.
- Confidence working across diverse geographies and cultures, with experience building respectful relationships that centre the knowledge, agency and priorities of local actors.
- Experience working across multiple teams or departments, contributing to cross-functional delivery and helping build joined-up ways of working across strategy, programmes, operations, and business development functions.
- Good working knowledge of leadership and capacity strengthening in humanitarian settings, with specific insight into what's needed to support locally led leadership in crisis contexts.
- A visible commitment to equity and inclusion, including examples of how you have advocated for underrepresented groups.
- Strong communication and influencing skills, including experience preparing external materials (e.g. for partners, donors, or networks), contributing to strategic conversations, and sharing learning.
- Experience contributing to financial management, including helping shape project budgets, aligning delivery to cost recovery models, and ensuring work is delivered responsibly within resource constraints.