

JOB TITLE: Regional Change Lead (Building Resilience)	
DIVISION / DEPARTMENT / LOCATION: International Division, Asia Region, Bangladesh	JOB FAMILY: Programme
Salary: National Salary Scale of Bangladesh which is BDT 1,809,440 – 2,442,744	Level: C, Zone 1 (National) – 2 years fixed term contract
<p>OXFAM PURPOSE: To work with others to find lasting solutions to poverty and suffering</p> <p>TEAM PURPOSE: To deliver Oxfam’s strategic and operational priorities in the Asia Region and ensure innovative and quality programme which is shared within the region and beyond</p> <p>JOB PURPOSE:</p> <ul style="list-style-type: none"> • To lead and facilitate (together with other Regional Change Leads and Sectoral Coordinators) the development of coherent programme policy and directions to support improved practice on building community and government resilience to climate change, disasters and conflict in Asia and to lead on supporting the changes needed to effectively deliver on the Regional Change Strategy focusing on building resilience. • To deliver effective technical support to the Bangladesh country programme and develop mechanisms to actively share learning throughout the region (30% of time) • To deliver effective support to country programmes across the region on building resilience and vulnerability issues (70% of time) • Although linked to the Asia Humanitarian Strategy and team, the position is designed to support both the long-term development as well as the humanitarian work in the region and is explicitly not restricted to humanitarian perspectives alone 	
<p>REPORTING LINES:</p> <p>Post holder reports to: Regional Humanitarian Coordinator (East Asia) with a task management line to the Country Director (CD) in Bangladesh</p> <p>Matrix relationships; Working closely with other Regional Change Leads, CD and country teams, the Regional Policy and Campaigns and Programme Development and Impact Team. Clear links into the Programme Policy Team (PPT) and the Campaigns and Policy Division (CPD) in Oxford</p> <p>Staff reporting to this post: None</p>	
BUDGET RESPONSIBILITY: None (although budget allocation will be made through the programme development budget)	
<p>DIMENSIONS:</p> <ul style="list-style-type: none"> • Drive to achieve results • Able to take initiative • Understanding of the organisation • Critical information gathering • Ability to be adaptable and flexible • Motivating and developing others • Facilitating and coordinating change • Working effectively with others at regional, country and global level 	

- Programme Quality Support, capacity building, advocacy
- Innovation
- Evaluation and Learning
- Funding engagement
- Mainstreaming and “One Programme Approach”

KEY RESPONSIBILITIES:

- To lead the implementation and support to programmatic work supporting Resilience/Disaster Risk Reduction (DRR)/Climate Change Adaptation (CCA) in Asia ensuring quality and integration of programmes
- To help develop country programmes ability to consistently learn from their work and feed that into the region through innovative means and knowledge management, including the digital vision (using IT and mobile technologies)
- To keep up to date with new thinking in areas of ‘resilience’ e.g. low carbon development, alternative energy, urban etc and deliver support in integrating ‘resilience’ and advocacy work into programming.
- To include gender analysis in all aspects of the work and ensures that women’s rights form a key part of work plans and initiatives
- To work closely with the CD/SMT of the country where the post is based, to decide on country priorities and work plans
- To work closely with the regional senior team and regional support staff and their teams to ensure a joined up processes in terms of programme learning, programme development.
- To support country programmes to deliver and develop impact indicators and develop a monitoring and evaluation framework at the regional level to measure work at a regional and country level
- To develop different approaches to programme delivery and partnership/alliances, including the private sector
- To prioritise and manage the workload between country programme (30%) and region (70%)
- To work with the Regional Programme Funding Manager to source and support appropriate funding opportunities
- To develop network of resources and proactively seek technical support from external agencies and also within Oxfam (CPD and Regions) to improve programme quality, learning and innovation.
- To work closely with Oxfam International (OI) colleagues and networks (including other organisations)
- To cooperate with OI and other affiliate to share and learn lessons and good practices within and outside the region

SKILLS AND COMPETENCE:

- Substantial experience of working in DRR/CCA/vulnerability areas
- Significant field experience in both, sustainable livelihoods programmes and humanitarian work, including programme design and proposal writing
- Sound theoretical and practical understanding of both, disaster risk reduction and adaptation to climate change, including multiple approaches that involve mitigation, adaptation, restoration, risk reduction, vulnerability reduction, livelihoods and sustainability.
- Experience in working with and building capacity of civil society groups, including community based or established NGO’s
- Gender knowledge and cultural sensitivity with a strong commitment and understanding

of the values and principles of Oxfam

- Ability to bring teams together, facilitate and lead
- High levels of spoken and written English
- Experience of working in Asia
- Excellent communicator at all levels
- Understanding of impact, monitoring and evaluation and ability to put into practice
- Ability to prioritise and plan in responding to demands
- Knowledge of Information Technology and ability to use in programming and learning
- Ability to undertake travel away from home base essential, up to 12–16 weeks a year (indicative)
- Compatibility with Oxfam's values essential

OTHER:

Date of issue: 29 July 2011