

## How to Apply for this Job

### Background on Tearfund

Tearfund is a Christian international relief and development agency working globally to end poverty and injustice, and to restore dignity and hope in some of the world's poorest communities.

We have a vision to see 50 million people released from material and spiritual poverty through a worldwide network of 100,000 local churches. We operate in more than fifty countries around the world. We deliver our strategy by:

- Envisioning churches to embrace their calling to address poverty and injustice
- Developing communities and building resilience, sustainably and holistically
- Changing unjust policies and practices to deliver justice for poor communities
- Enabling communities affected by disaster and conflict to recover quickly and be better equipped to face future hazards.

We are committed to developing experts who are inspired, resourceful, courageous, compassionate and equipped. If you are interested in working with us, take time to look around our website and discover more about our unique organisation.

### Tearfund's Application Process

If you would like to apply for a job, please visit our website at [www.tearfund.org/en/get\\_involved/jobs/](http://www.tearfund.org/en/get_involved/jobs/). From there you can [search for vacancies](#), choose the relevant area of work (e.g. Disaster Management / HR, Finance & IT) and then find the vacancy that interests you.

All applications need to be completed online using our online registration form. As you progress through your application, please ensure that you save each section.

If after reading though this Job Profile, you have any questions or want to find out more about our recruitment process, please do not hesitate to contact [recruitment@tearfund.org](mailto:recruitment@tearfund.org).

In this Job Profile pack we've included a full Job Description as well as a Person Specification. Please ensure that your application clearly shows how your skills and experience meet the requirements for this post.

## Job Profile

<b>JOB TITLE</b>	Global Resilience Lead
<b>GROUP</b>	People and Organisational Development
<b>TEAM</b>	Learning Information Advice and Support
<b>UNIT</b>	Technical Competency Unit
<b>LOCATION</b>	Teddington
<b>RESPONSIBLE TO</b>	Technical Competencies Unit Manager

### PART 1 – JOB DESCRIPTION

**This job description is generic to the Global Competency LEAD roles in the LIAS Team, but articulated here with technical focus on Resilience.**

#### 1. PURPOSE OF THE TEAM

To support Tearfund's learning and experience to create positive change and contribute to the capacity of Tearfund staff, UK churches, partners overseas and the wider development sector.

#### 2. MAIN PURPOSE OF THE JOB

To lead in building the effectiveness of Tearfund staff, partners, local church/church based organisations and operations around the core competence of Resilience - including Disaster Risk Reduction and Climate Change Adaptation.

#### 3. GENERIC PURPOSE OF THE ROLE

To take responsibility for a designated area of the team's overall task or specific projects.

- Share in responsibility for the overall team task and be responsible for carrying out work packages
- Liaise with internal and external contacts
- Responsible for reviewing own personal development, and overall team tasks

The post-holder may be required to lead or participate in spiritual sessions of worship, prayer, teaching and reflection remotely or in person, and is committed to the outworking of Tearfund's Missions, Values and Beliefs statement.

#### 4. PARTICIPATION IN THE SPIRITUAL LIFE OF TEARFUND

- To regularly attend corporate weekly Staff Prayers on Wednesdays in person or remotely, to hear of Tearfund's work and to spend time in prayer and worship together.
- To lead or participate in spiritual sessions of prayer and biblical reflection within the Team / Group
- To be committed to Tearfund's Mission, Values and Beliefs statement.
- To be committed to actively working and living in accordance with Tearfund's evangelical Christian beliefs.
- Responsible for maintaining your own spiritual development.

#### 5. POSITION IN ORGANISATION

- Accountable to the Technical Competencies Unit Manager
- Works collaboratively with colleagues across the International Group: Countries, International Group: Global Programmes and Global Fundraising Group

- Works within a community of Resilience competency colleagues who collaborate to build and share evidence and learning
- Works with other core competency leads to develop common ways of building core competence
- Works collaboratively with colleagues in the Evidence and Impact Unit and the Conflict and Peacebuilding and Sexual Violence Units
- Works collaboratively with other colleagues in the LIAS Team and wider POD Group and IT Teams to provide effective processes and infrastructure for building and sharing evidence and learning
- Works occasionally with staff in the Church & Supporter Relations Team and with Tearfund's Internal Communications and Prayer Coordinator

## 6. SCOPE OF JOB

Within the context of Tearfund's six corporate core competencies:

1. Competency effectiveness, including:
  - Identify and support Tearfund's existing and emerging competence and ways of working
  - Capacity building
  - Maintain a core competency plan
  - Aiding Resilience fundraising effectiveness
  - Provides Resilience thought leadership
2. Competency learning, including:
  - Building an evidence base
  - Communities of Practice
  - Embedding Tearfund's Quality Standards
  - On-line and printed resources
  - Monitoring and learning from external practice
3. Competency representation, including:
  - Maintain a corporate competency overview
  - Coordinate quarterly competency reporting against corporate Outcomes
  - Communicating good practice internally and externally

## 7. DUTIES AND KEY RESPONSIBILITIES

1. **Competency effectiveness.** Through relational collaboration:
  - Identify and support Tearfund's existing and emerging Resilience technical competence, including identifying competency expertise and ways of working to:
    - embed and protect or develop on the job
    - identify and innovate or keep a watching brief
    - poor practice to stop
    - niche and areas for replication and / or scale up
  - Capacity building of internal and external colleagues and partners, such as mentoring, advice, support, accompaniment, induction and briefing
  - Develop and maintain a core competency approach plan, in collaboration with others, including an agreed competency vision, outcome, ways of working and process for gathering evidence of good practice
  - Provides organisational thought leadership in Resilience expertise, niche and effectiveness
  - Develop personal core competence expertise
  - Helping the organisation to become more effective at Resilience funding including:
    - internal fund allocation and external fundraising
    - working in consortia, engaging local government and private sector
2. **Competency learning , including:**
  - Building an evidence base of good practice, including through:
    - Writing or capturing case studies
    - Recommending, undertaking or commissioning evaluations, cost benefit analyses
    - Recommending, commissioning or undertaking academic research
  - Communities of Practice: Relational mentoring of a network of colleagues to build a community for Resilience competency to jointly:
    - Capture case studies of good practice and learning from where we have not succeeded
    - build and share evidence, learning and practice on Resilience between countries / regions

- Participating in and sharing learning with other relevant communities of practice
  - In collaboration with Tearfund's Quality Standards Advisor, embed Tearfund's Quality Standards within the Resilience competence and take ownership of any Quality Standard directly relating to the competence.
  - Management and development of on-line and printed resources such as:
    - international publications
    - feedback, case studies, evaluations and academic research
    - learning and impact videos or social media communications
  - Monitoring and learning from external practice
3. **Competency representation**, including:
- Maintain a corporate overview of technical competency activities across the front line teams. Relational promotion of good practice
  - Coordinate quarterly reporting on Resilience against corporate outcomes through engaging with International Groups' reporting lines and processes
  - Collaboration across other core competencies (to build common ways of working) and with key colleagues with related competency roles including in Geo-team and HST
  - Collaboration with and support to other front line teams, including HST, Horizon and regional policy officers
  - Communicating good practice internally and externally including from and through external networks, NGOs, Academics, Missions, Donors and alliances

**PART 2 – PERSON SPECIFICATION**

**JOB TITLE: Global Resilience Lead**

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• Degree or equivalent level of knowledge</li> </ul>	<ul style="list-style-type: none"> <li>• Holds a professional qualification relevant to Resilience, Disaster Risk Reduction or Climate Change Adaptation.</li> <li>• Post-graduate qualification in a related subject</li> </ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Overseas experience in community development or humanitarian response</li> <li>• Substantial experience in Resilience Programming, including Disaster Risk Reduction and Climate Change Adaptation</li> <li>• Experience of working in networks</li> <li>• Experience of advising others in development methodology</li> <li>• Measurement and building evidence of impact and good practice</li> <li>• Managing evaluations and academic research</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in Integrated relief and development programming</li> <li>• Experience of working in Africa, Asia or Latin America</li> <li>• Experience of working on conflict mapping and peace building . . . {conflict and/or urban settings}</li> <li>• Training / Facilitating</li> <li>• Project Management</li> <li>• Conducting research in a development related subject</li> </ul>
<b>SKILLS/ ABILITIES</b>	<ul style="list-style-type: none"> <li>• Relational influencing</li> <li>• Relationship-building and networking skills</li> <li>• Thought leadership</li> <li>• Strategic thinking</li> <li>• The ability to analyse and interpret complex information</li> <li>• Ability to work flexibly, on own initiative and as part of a team.</li> <li>• Communication including:               <ul style="list-style-type: none"> <li>○ Report writing</li> <li>○ Presentation skills to a range of learning styles</li> </ul> </li> <li>• Participatory demand-led training</li> <li>• Coaching</li> <li>• Facilitation</li> </ul>	<ul style="list-style-type: none"> <li>• Fluent in French, Spanish, Portuguese, Swahili, Arabic or other major second language</li> </ul>
<b>PERSONAL QUALITIES</b>	<ul style="list-style-type: none"> <li>• People-focused</li> <li>• Team player</li> <li>• Disciplined</li> <li>• Committed learner</li> <li>• Committed Christian</li> <li>• Approachable and encouraging</li> </ul>	
<p><b>OTHER COMMENTS</b></p> <p>Travel overseas up to 8 weeks per year. Proven credibility as a relational influencer and adviser in the role’s focal subject.</p>		

**TEARFUND  
INFORMATION FOR APPLICANTS**

**JOB TITLE: Global Resilience Lead**

**OFFICE HOURS:**

Monday to Friday 9.00am - 5.00pm with one hour for lunch.  
35 hour working week

**ANNUAL LEAVE - FULL YEAR:**

25 days pro-rata  
+ statutory bank hols  
+ additional days at Christmas

**SICK LEAVE SCHEME:**

Based on length of service

**NON-CONTRIBUTORY PENSION SCHEME:**

Tearfund will contribute 10% of your salary to your pension. All staff are contractually enrolled onto the Tearfund group pension scheme

**NEW STAFF SERVICE:**

6 months probationary period with a 3 month review

**Grade: 1**

**SALARY: £44,878 per annum**