Role Profile for

**Role Title (Internal HR use only):** Violence Against Women and Girls (VAWG) Lead

**Operational / External Title:** Violence Against Women and Girls (VAWG) Lead

**Department/Location:** Flexible

**Team:** What Works to Prevent Violence Against Women and Girls: Impact at Scale

**Date:** 21/2/2020

**Reports to:** Programme Director

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<th>Direct Reports:</th>
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**Purpose of the Role:***

ActionAid are preparing to bid for the What Works to Prevent Violence Against Women and Girls: Impact at Scale (What Works II) programme. The first phase was a flagship initiative of DFID’s, with a major investment in research & impact evaluation to establish ‘what works to prevent violence against women and girls (VAWG), bringing together world-leading researchers. Phase I included 15 prevention interventions and impact evaluations in 12 countries, research and evaluations in fragile and conflict affected states (FCAS), costs of VAWG, and cost effectiveness of VAWG prevention. Phase 2 will accelerate progress towards the elimination of VAWG through an evidence-based and scaled-up global response. It will systematically design, implement and rigorously evaluate the scale-up of violence prevention efforts (scale); pilot and test new theory-driven approaches (innovation); strengthen long-term capability and capacity to deliver cutting-edge VAWG prevention globally; and use evidence to influence a more effective global approach.

The key purpose of the VAWG Lead is to provide overall technical and thought leadership on the design and implementation of the anticipated What Works to Prevent Violence Against Women and Girls II Programme, across several of DFID’s priority countries, with a predicted budget of £45.5 million across 7 years. The programme will focus on prevention of violence against women and girls, aiming to accelerate progress towards the elimination of VAWG (Sustainable Development Goal 5.2) through supporting a more effective, evidence-based and scaled-up global response. The VAWG Lead will need to ensure that the programme both adheres and advances global best practice and standards around violence prevention, including the evidence and programming generated through What Works to Prevent Violence Against Women and Girls 1. This will include overseeing programme design, inception, implementation, reporting, training and capacity building, engaging with national and international actors on VAWG prevention, and developing strategies to establish a learning exchange between programming and policy.

This role is full time. Seven-year Fixed Term Contract (starting July 2020) although shorter contract duration can be negotiated.

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<th>Areas of Activity</th>
<th>Key Accountabilities and Deliverables</th>
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<td>Leadership on VAW and VAC prevention, women’s rights, gender equality, power (in)equalities and social norms change</td>
<td>• Provide senior technical direction in the design, development and implementation of the What Works programme on VAWG prevention (innovation and scale).&lt;br&gt;• Act as a spokesperson for the programme, providing thought leadership on VAWG prevention and the ongoing learning from the programme&lt;br&gt;• Advise and support the programme on maintaining meaningful engagement and collaboration with women’s rights organisations and movements, and ensure diverse voices of/learning from grantees and of women and girls is reflected in the programme’s policy, research and learning outcomes&lt;br&gt;• Advise the senior management team and other project staff members on how to integrate global and programmatic learning into implementation and research design&lt;br&gt;• Provide strategic direction to all aspects of the What Works programme to ensure it is meeting its mandate of advancing the field of VAWG prevention</td>
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| **Technical leadership** | • Provide technical guidance and oversight across all VAWG prevention innovation and scale grants. Supporting and mentoring on VAWG across the consortium and to grantees  
• Develop and support the development of guidance, training and tools on VAWG prevention for specific grants and across the consortium, ensuring grantee learning is captured, shared and used to influence programming in real-time  
• Provide oversight across the programme to ensure minimum standards on safe and effective VAWG prevention programming are met and Do No Harm principles observed (in partnership with the programme’s Safeguarding Lead).  
• Provide support and mentoring to colleagues across the programme and identify internal learning opportunities and needs and organise relevant trainings/materials to respond to these needs  
• Contribute to a culture of information sharing and learning that centres the voices of women and frontline organisations working on gender equality, women’s rights and VAWG (including women’s rights organisations and movements) and promotes mutual learning.  
• Regularly review the programme’s Theory of Change, log-frame and other programme documents and tools to ensure they are fit for purpose, liaise with the client if these need to be updated  
• Input into donor reporting, including inception, midterm and end line reports, quarterly reports and annual review  
• Ensure effective quality assurance process is in place for all the programme’s technical outputs and deliverables and ensure that these are produced on time and in accordance with the programme’s objectives and terms of reference.  
• Work with the Capacity Development Manager to identify and meet technical needs across all grantees |
| **Programme learning** | • Work with the programme’s internal MEL team and External Engagement and Influencing Manager to ensure that programme learning is translated into strong evidence for use in policy and advocacy to influence national and global policy development.  
• Work with MEL team and grantees to ensure learning is used to influence programming and to build capacity to implement VAWG prevention programming.  
• Work closely with MEL colleagues, academic, policy institutions and other key stakeholders – including in the global south – to lead on impact and other evaluations that contribute to the evidence base for and uptake of research findings on VAWG prevention  
• Lead on the dissemination of programme learning and its implications for wider VAWG prevention work at programme-organised and external events and fora. |
| **Team working** | • Support the Team Leader in coordinating and liaising with other key regional and national stakeholders, consortiums, other relevant donor-funded projects.  
• Provide technical leadership in the process of linking grantees with short- and long-term technical support and learning opportunities, through a dedicated Technical Assistance pool and through cross-project learning, thereby fostering a culture of equitable, two-way learning and grantee accompaniment.  
• Regularly attend consortium and grantee meetings and calls and provide technical guidance to all attendees  
• Coordinate the activities of the team across focal countries and with partners to ensure inclusivity and equity throughout.  
• Engage with and demonstrate commitment to AAUK’s mission, vision, values and strategic aims, and ‘My Feminist Behaviours’ (including adherence to our Code of Conduct). |
| **Raising the profile of the programme** | • Represent the programme externally, actively networking and building relationships with governments, DFID and other donors and international bodies, academic and research institutions, grass-roots networks and movements, women’s rights organisations, INGOs, private sectors, and others as required.  
• Engage effectively with key national, regional, and community stakeholders, including government representatives, donor, civil society, and academic institutions to ensure effective delivery. Present to various audiences on the technical aspects of the programme design and implementation and lead the process of dissemination of learning.  
• Support the effective communication of the programme’s approach to VAWG prevention both internally (to consortium members, grantees, DFID and others) and externally to relevant development actors nationally and internationally, communicating learning and encouraging buy-in. |
### Role Profile for

#### Key Relationships (external to the team):

**INTERNAL:** ActionAid Country Offices  
**EXTERNAL:** Key regional and national stakeholders, consortiums, local implementing partner organisations, and consortium partners

#### EXPERIENCE, KNOWLEDGE & EXPERTISE

**Essential:**
- 7 years’ experience of VAWG programming, and on violence prevention programming, including providing technical leadership in a senior capacity
- Extensive track record of engaging and providing thought leadership on VAWG prevention from a programming, policy, academic or research perspective, including through published articles (or similar)
- Extensive experience of providing technical accompaniment to or mentoring on VAWG prevention programming – including providing strategic guidance on using, adapting and contextualising VAWG prevention methodologies and curricula; designing VAWG theory of change and MEL frameworks; implementing do no harm and safeguarding principles; and conducting ethical research
- Proven experience of providing technical guidance and/or directly implementing VAWG prevention approaches that have shown impact, and contributed to building an evidence base for VAWG prevention programming
- Demonstrable experience working on VAWG prevention in developing countries and/or conflict affected states, multicultural contexts and on multi-country programmes in senior leadership/technical advisory positions
- Proven experience working in solidarity with national and grass-roots organisations and movements, (including women’s rights and young feminist movements)
- Experience with management of a diverse team, preferably across multiple geographies and time zones
- Comprehensive and progressive understanding of historical and contemporary debates, threats and opportunities for VAWG prevention work both in different regions and globally
- Experience developing programming resources in support of VAWG prevention work, including training guides; curricula; communication materials; capacity development materials
- Experience in delivering equitable in-person and remote support to programmes and organisations on violence prevention and related topics, including through training, facilitation, webinars, establishing and running communities of practice
- Additional expertise in one or more relevant thematic/sectoral areas (e.g. women’s economic empowerment, education, health, humanitarian programming)

**Desirable:**
- Postgraduate degree in a relevant subject area (Gender rights, Women and development or similar) or the equivalent
- Proven experience in strategic work-planning
- Additional expertise in one or more relevant thematic/sectoral areas (e.g. women’s economic empowerment, education, health, humanitarian programming)
- Working proficiency in other languages
Role Profile for

- Economic empowerment, education, health, humanitarian, women, peace and security, programming
- Demonstrated awareness of and commitment to safeguarding and do no harm principles, and application of these principles to programming
- Proven experience in strategic work-planning and managing large, complex, multi-country budgets
- Strong facilitation, training and accompaniment skills, with a commitment to power sharing and equitable, two-way learning
- Commitment to feminist leadership principles and ways of working
- Analytical skills and the ability to translate evidence for policy, advocacy and other purposes
- Strategic thinking, problem solving and decision-making skills
- Strong relationship, people management and team working skills
- Strong verbal and written communication skills, including through presentation and report writing and for a variety of audiences (policy, advocacy, academic etc)
- Strong understanding of the Leave No One Behind Agenda and the relationship between violence and multiple and intersecting discriminations - including based on disability, sexual orientation and gender identity, religion, age, ethnicity, etc.
- Strong understanding of, and personal commitment to women’s and girls’ human rights, social inclusion and equal opportunities
- Fluency in English (spoken, written, reading)
- Ability to travel locally and internationally as required (25%)

Any Other Relevant Information – please add in any information regarding the complexity of work undertaken / complexity of relationships; level to which they drive change in their role / team / department, whether within their core duties they undertake activities that potentially could be ‘risky’:

This role profile sets out the current duties of the post that may vary from time to time without changing the character of the job or the level of responsibility entailed. However, all role profiles are regularly reviewed and updated accordingly in line with organisational needs.