**Regional Policy Advocacy Advisor**

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| JOB DETAILS | |
| **LOCATION:** Preferably in the Regional Management Unit (RMU) in Kampala, Uganda or remotely in a country with an Oxfam presence. | **CONTRACT TYPE:** Fixed term contract with possibility for extension depending on availability of funding. |
| **INTERNAL JOB GRADE: TBC** | **DEPARTMENT and TEAM:** Education Out Loud (EOL) |
| **Travel:** | Will involve travel within the EOL regions – Approx. 5 to 8 weeks/ year |
| **SALARY: TBD** | **HOURS (FTE):** 40hrs/week |
| **FLEXIBLE WORKING**  *‘We believe flexible working is key to building the Secretariat of the future, so we’re open to talking through the type of flexible arrangements which might work for you.* | |
| **COMMITMENT TO DIVERSITY AND INCLUSION**  We are committed to ensuring diversity and gender equality within our organization. | |
| **About Oxfam:** Oxfam is an international confederation of 21 organisations (affiliates) working together with partners and local communities in about 70 countries to fight inequality and beat poverty and injustice. That means we tackle the inequality that keeps people poor. Our work is underpinned by the following core values: Empowerment, Accountability, Equality, Solidarity, Courage, Inclusiveness. Oxfam Denmark is one of the members of the Oxfam confederation.  **EOL PROGRAMME PURPOSE:** The Education Out Loud Funding (EOL) mechanism was approved for establishment by the Global Partnership for Education (GPE) in December 2017 and Oxfam Denmark was appointed grant agent in 2019 when implementation began. In 2022 the programme was approved for an extension phase running from 2024-2027. The Goal of the EOL mechanism is to contribute to promotion of inclusive, gender responsive and equitable national education policies and systems through enhanced civil society capacities and participation in social accountability and policy advocacy processes. As such it aims to support both education networks (including national education coalitions) as well as other civil society organisations working in areas such as tax justice, citizens engagement in social accountability and fiscal transparency and community mobilisation for improved education systems. Further information is provided at [www.educationoutloud.org/](http://www.educationoutloud.org/).  Oxfam Denmark Grant Agent role is implemented primarily through a Global Management Unit (GMU) based in Copenhagen, and four Regional Management Units (RMUs) in Africa (2), Asia Pacific and Latin America. Each RMU is led by a Regional Programme Manager providing oversight of day-to-day operations across countries in the region, including management of staff, provision of technical advice, and quality assurance of reporting across the entire region, among others.  **TEAM PURPOSE**: The Regional Management Unit teams based in Dakar, Senegal; Kathmandu, Nepal; Kampala, Uganda; and Guatemala City, Guatemala, aim to provide effective oversight in the implementation of the EOL Programme in the regions.  **JOB PURPOSE:** The Regional Policy Advocacy Advisor will support grantees in evaluating the effectiveness of existing education policies, designing action-oriented solutions to policy-related challenges in education, and modelling the potential outcomes of proposed policy changes that should be pursued in respective countries. Working closely with EOL grantees in different countries and with the RMU team, the role will involve gathering and analysing data related to existing educational systems, processes, and policies and make research-based recommendations in the development of new policies, evaluate the potential impact of proposed policies, and measure outcomes as policies are implemented while monitoring current events, political, social and economic developments and trends that may have an impact on education policies across the regions of EOL presence. | |
| **ROLE REPORTS TO** | Regional Programme Manager for Horn, East, Southern Africa and MENA Regions. |
| **ROLES REPORTING TO THIS POST** | None |
| **BUDGET RESPONSIBILITY** | N/A |
| **KEY RESPONSIBILITIES (Technical, Leadership, People and Resource management)**  **Technical**   * Lead EOL support to developing the capacity of EOL grantees in policy development, analysis and advocacy * Support EOL grantees to engage in policy dialogues with the Government and other key stakeholders as a way of incorporating the right to quality and inclusive education for all groups into national policies, strategies and plans. * Develop capacity of grantees to Identify policy gaps in the fulfillment of quality and inclusive education and translate knowledge gained from programming into policy recommendations. * Provide critical overview and enrich the quality of grantees proposal assessment process on policy influencing * Support capacity building of EOL staff in policy analysis, advocacy and campaigning * Support EOL grantees in designing and implementing policy advocacy and campaigns strategy and plans * Identify best practices, lessons learned in education policy advocacy and share across the EOL portfolios and Regions * Identify risks associated with education policy advocacy in grantees countries and support grantees to design mitigation strategies * Develop terms of reference and other documentation for the acquisition of technical services * Forecast political, social and economic trends that may affect education policies in the future at local, national, regional and international levels   **Leadership**   * Lead the EOL policy advocacy efforts and engagements with Grantees * Provide technical advice to the Regional Management Unit (RMU) Teams on matters pertaining to policy dialogues/advocacy. | |

**To be filled when undertaking recruitment**

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| PERSON SPECIFICATION |
| **Most importantly, every individual working with EOL needs to be able to:**   * **Live Oxfam values of INCLUSION, ACCOUNTABILITY, EMPOWERMENT, COURAGE, SOLIDARITY and EQUALITY (read more about these** [**here**](https://oxfam.box.com/s/yfy4iyac8ulvoc01rkdg51awssv7ie1x)**)** * **Ensure you commit to our ORGANIZATIONAL ATTRIBUTES (including adhering to the Code of Conduct):** |

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| **1. Be committed to Oxfam** [**feminist principles**](https://compass.oxfam.org/communities/gender-justice/wiki/feminism-practice)**, and to applying them in your day-to-day behaviour and your work. Be ready to keep learning, with accountability to those who experience oppression as a result of their identities, such as their gender, race/ethnicity, disability, class, or LGBTQIA identity."** | **2. Be committed to undertaking Oxfam’s safeguarding training and adhering to relevant policies, to ensure all people who come into Oxfam are as safe as possible.** |

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| EXPERIENCE, KNOWLEDGE & COMPETENCIES |
| **ESSENTIAL**   * Minimum of master’s degree in public policy, Political Science, Public Administration or equivalent. * A minimum of 7 years’ experience working with multi-country policy advocacy programs in INGO environment, preferably in Education sector * Good understanding of current global education trends * Understanding of regional and international legal and institutional frameworks for education * Strong research and policy development and analysis skills * Strong verbal and written communications skills in English and Arabic   **Competency/Knowledge/Experience**   * Experience in undertaking capacity building of national NGOs * Demonstrated ability, tact, and sensitivity in working across institutional boundaries, business units, and teams in an effective and productive way * Demonstrated past ability and experience in influencing changes in public policy * Experience in planning, organizing and implementing policy advocacy campaigns targeting decision makers in government, donor and other organizations * Experience working in fragile/conflict affected contexts * Highly developed interpersonal and communication skills including influencing and negotiation * Excellent computer skills, including expert knowledge of Microsoft Word, Excel, POWERPOINT * Analytical and critical thinking: Ability to organize and interpret large-scale data sets and research findings * Collaboration: The candidate is expected to be able to work effectively with colleagues to solve problems, conduct research, and meet policy deadlines and develop productive working relationships across a range of stakeholders, from lawmakers to educators, who may hold diverse or conflicting views on policy matters. |
| **Desirable:**   * Highly developed cultural awareness and ability to work well in an environment with people from diverse backgrounds and cultures * Postgraduate training in Public Policy analysis |

**SAFER RECRUITMENT**: Oxfam is committed to preventing any type of unwanted behaviour at work including sexual harassment, exploitation and abuse, lack of integrity and financial misconduct; and promoting the welfare of children, young people and adults. Oxfam expects all staff and volunteers to share this commitment through our code of conduct. We place a high priority on ensuring that only those who share and demonstrate our values are recruited to work for us. Offers of employment will be subject to satisfactory references and appropriate screening checks, which can include criminal records and terrorism finance checks.