



## Inclusive Development Director



### **CBM Global**

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[www.cbm-global.org](http://www.cbm-global.org)

**Recruitment Pack**

## **CBM Global**

**Our Vision:** an inclusive world in which all people with disabilities enjoy their human rights and achieve their full potential.

**Our Mission:** fighting to end the cycle of poverty and disability.

**Our Values:**

- We champion **inclusion**
- We strive for **justice**
- We pursue **excellence**
- We embrace **partnership**
- We live with **integrity**

While the world has been making progress in tackling poverty, people with disabilities are being left behind. CBM Global works alongside people with disabilities in the world's poorest places to fight poverty and exclusion and transform lives. Driven by Christian values, we seek out and work with the most marginalised in society, irrespective of race, gender or religion, recognising the equal worth of every individual.

Drawing on over 100 years' experience and world-leading expertise in disability-inclusive community development and humanitarian action, inclusive eye health and community mental health, CBM Global works with partners to break the cycle of poverty and disability and build inclusive communities. Our programmes across Africa, Asia and Latin America are developed and delivered with local partner organisations to ensure long-term transformation and accountability in communities we serve. We're deeply committed to the principle of "nothing about us without us", and we therefore work closely with and support organisations of people with disabilities.

CBM Global is made up of CBM Australia, CBM Ireland, CBM Kenya, CBM New Zealand, CBM Switzerland, and CBM UK with programmes worldwide and Country Offices in Philippines, Bangladesh, Laos, Nepal, Indonesia, Kenya, Zimbabwe, Burkina Faso, Nigeria, Madagascar and Bolivia. CBM Global works in over 20 countries, investing in long-term, authentic partnerships with the Disability Movement and multiplying our impact by delivering a combination of inclusive community-based programmes, advocacy for national and global policy change and inclusion advice to other organisations.

We draw on learning and evidence from our community work to inform our advocacy hand-in-hand with the Disability Movement at local, national and international levels, including with the UN, to achieve systemic change for people with disabilities. We advise governments, UN bodies and other organisations on how to ensure inclusion in their own organisations, policies and programmes to further amplify our impact.

## The Role

**Inclusive Development Director** Permanent contract

### Reports to:

Executive Director

### Job Overview

Reporting to the Executive Director, this exciting new full time role will lead in shaping CBM Global's future focus in inclusive development at the community level in the low resource settings that are the focus of CBM Global's work. This is a hugely important area for CBM Global, intersecting as it does across so many sectors. Framed by the CBID (Community Based Inclusive Development) matrix and guidelines, our CBID approach will ensure the foundations (or preconditions) for inclusion in community based programming.

Our strategic partners, organisations of persons with disabilities (OPDs) have challenged us to prioritise these foundations which include empowerment, self-advocacy, community awareness raising, accessibility and referral pathways. Building on this foundation, key intervention areas for our future strategy cover livelihood and economic empowerment, inclusive education and inclusive disaster risk reduction. The approach supports CBM Global's commitment to localization, connecting people with disabilities with each other, their families, the wider community and with decision makers - all undertaken in close partnership with OPDs and implementing partners and in alignment with the Convention on the Rights of Persons with Disabilities.

The Inclusive Development Director will oversee the development and growth of this distinctive new inclusive development strategy, and ensure its implementation, working closely with CBM Global Members, country teams and a growing network of OPDs, partners and practitioners.

**Responsibilities include:** leading on knowledge management, evaluation and learning; external representation and the pursuit of new collaborations and funding opportunities; establishing relevant technical standards and principles and providing technical support; and linking our inclusive community development work with CBM Global's related work in community mental health, inclusive eye health and disability inclusive humanitarian action. Key to the role is ensuring that the strategy is driven through CBM Global's three vehicles of change: field programmes, advocacy, and advisory work, linking our community based programmes through evidence, documented case studies and models, to use in advocacy and advice to other organisations.

**Based:** This role can be based in any CBM Global Office, with preference for those countries where our Community Based Inclusive Development programmes are delivered. We welcome applications from those with the right to work in any of the following countries: the Philippines, Bangladesh, Laos, Nepal, Indonesia, Kenya, Zimbabwe, Burkina Faso, Nigeria, Madagascar, Bolivia, Australia, Ireland, New Zealand, Switzerland, Germany, Belgium, or the UK.

**Hours:** Full-time (37.5 hours per week).

**Salary range:** The salary offered will be competitive, dependent on skills and experience, as well as country of location.

# **Responsibilities and Duties**

## **1. Strategy**

- a) Develop and oversee delivery of the CBID strategy, building on the work underway to shape CBM Global's approach, including setting overall strategic objectives and growth targets, identifying and pursuing funding opportunities from institutional and other major donors.
- b) External environment: Analyse policies, trends, data & research in inclusive community development in order to influence the external environment, improve, and further develop CBM Global's policies and practice.
- c) Contribute to CBM Global's strategic direction, support the overall delivery of the CBM Global Federation strategy and the complementarity and integration across its disability inclusive development and disability inclusive humanitarian work.

## **2. Resourcing and Promotion**

- a) Provide a global picture of CBM Global's work in CBID, developing relevant communication on model programmes and good practice in inclusive development for communications and fundraising.
- b) Identify and pursue funding opportunities from institutional and other major donors, in coordination with CBM Global Members and Country Offices.
- c) Actively pursue opportunities to work in consortia and with strategic mainstream partners in order to leverage the impact of CBM Global's CBID strategy.
- d) Promote the effective collaboration of programme practitioners for implementing CBM Global's CBID strategy: with country based staff and local partners, Member staff, consultants and other stakeholders.
- e) Develop a cadre of advisors eg. partner based/local advisors, global level expertise and guide, coach and support staff and other stakeholders in the delivery of the strategy.

## **3. Programming**

- a) Provide support to country teams and partners in programme design and delivery, ensuring that project proposals which are developed meet agreed standards of design and quality to be presented to donors for funding.
- b) Ensure quality assurance of CBID programmes in terms of technical requirements, disability inclusion, developmental good practice and accountability, in line with CBM Global's Programme Quality Framework and programmatic strategy.
- c) Develop criteria, tools and guidelines to support project design and development and ensure relevant projects receive technical input.
- d) Develop, scale up and document model CBID programmes with good practices to promote replication.
- e) Lead and facilitate a Community of Practice, emphasising learning, sharing and disseminating.
- f) Manage and oversee the global level budget and resourcing of the inclusive community development strategy.

#### **4. Advocacy & Influencing**

- a) Provide high level representation on behalf of the CBM Global Federation and the delivery of inclusive community development advocacy priorities in close collaboration with the Advocacy Director, Members and country teams, partners and OPDs.
- b) Engage with, support and influence alliance partners and relevant networks as identified in the CBID strategy in support of its objectives.

#### **5. Evaluation, Learning & Research**

- a) Establish clear guidelines for programme monitoring and evaluation with indicators, in alignment to CBM Global and international standards. Support collation and analysis of data gathered.
- b) Support the setting up and commissioning of independent programme evaluations for informing and further developing CBM Global's CBID strategy
- c) Carry out and support the commissioning of research within CBID programmes in order to inform and further develop CBM Global's strategy, advocacy priorities and technical standards in inclusive development.

#### **Key outcomes expected from this role**

- a. Enable the delivery of the CBID strategy to contribute to the overall CBM Global Federation strategy
- b. Establish a network of practitioners and advisors and strategic partnerships
- c. Acquisition of institutional funding and working in consortia
- d. Effective external advocacy
- e. High quality inclusive community development programming
- f. Effective MEAL (monitoring, evaluation, accountability and learning)
- g. Maintain effective relationships across the CBM Global federation
- h. Manage budgets/costs accurately and efficiently
- i. Promote CBM Global's values and culture within the organisation and its external environment.

## **Person Specification**

**CBM welcomes applicants from diverse backgrounds and people with lived experience of disability.**

### **Qualifications / Experience**

#### ***Essential***

- 1) Professional background and relevant working experience at a community level in low resource settings, particularly across the foundations for disability inclusion in community based programming: participation and community mobilisation, accessibility, disability support services and assistive devices, including in applying relevant tools and methods (Project Cycle Management, participatory approaches etc).
- 2) Professional expertise in key intervention areas of livelihood and economic empowerment, inclusive education and/or inclusive disaster risk reduction.
- 3) Minimum of 5-10 years working experience in low and middle income countries pursuing disability-inclusive development approaches with marginalised communities in line with the CRPD and SDGs.
- 4) Experience of working with OPDs/or self-help/community led groups to bring about lasting positive change for persons with disabilities and their families.
- 5) Knowledge, understanding and established relationships with key donors and stakeholders including consortia and mainstream partners in community based inclusive development programming (e.g. CBID) on global and regional levels
- 6) Proven expertise in networking, advocacy and influencing with knowledge of key global and continental networks, having played an active part in such networks.
- 7) Experience in working with local government, service providers and other local decision makers.
- 8) Advising/ teaching/ training/ coaching experience.

#### ***Desirable***

- 1) Operational research experience.

### **Skills /Competencies / Personal Qualities**

#### ***Essential***

- 1) Outstanding interpersonal relationship building and networking with others
- 2) Demonstrated ability to manage large programmes and work with multidisciplinary and multi-cultural teams
- 3) Passionate about effecting change for and alongside people with disabilities and their communities, with a deep commitment to the vision, mission and values of CBM Global.

## **Employee Benefits**

- We offer a flexible and working from home culture.
- As part of its commitment to its work with people with disabilities, CBM Global aims to help successfully employ and retain people with disabilities and those with health conditions. We have a comprehensive equality and diversity policy.

## **Useful Information**

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### **Shortlisting and Interviews**

CBM Global is an equal opportunities employer, committed to ensuring all applications are treated fairly.

All applications are subject to our shortlisting process; if you are shortlisted we will contact you and invite you to attend an online interview. You will also be advised at this point if there will be any skills tasks to complete as part of the recruitment process.

### **Diversity Policy Statement**

Our workplace promotes an inclusive and accessible environment that supports all staff to thrive, with provision of reasonable accommodation for employees with disabilities where needed.

We believe that the success of any organisation depends upon its people and their diverse abilities, skills, languages, cultures, and backgrounds. The greater diversity in the staffing of people with different lived experiences helps promote innovation, creativity, and smarter solutions to the constantly changing environments in which we work.

### **Employment Checks**

CBM Global is committed to the safety and best interest of all children and vulnerable adults accessing CBM Global supported services and programmes. Relevant background checks including working with children, police and reference checks will be completed prior to the preferred candidate's employment being confirmed.

All applicants must have the right to work in the relevant country. All offers of employment are made subject to the following criteria: Proof of eligibility and satisfactory employment screening, and three references satisfactory to CBM Global.

## How to apply

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**Closing date: Monday 2 August 2021**

To apply:

1. You must have the right to work in any of the following countries; the Philippines, Bangladesh, Laos, Nepal, Indonesia, Kenya, Zimbabwe, Burkina Faso, Nigeria, Madagascar, Bolivia, Australia, Ireland, New Zealand, Switzerland, Germany, Belgium, or the UK. We are only able to accept candidates who meet this criterion.
2. Please download and complete the Application Form from the advert on <https://www.cbmun.org.uk/who-we-are/work-for-us/>. There is space on the Application Form to include a cover letter. Please make sure that you provide specific examples where you meet the essential (and desirable, as appropriate) criteria outlined in the Person Specification, either here or on your CV.
3. Send along with your Curriculum Vitae (**no more than two pages**) to [recruitment@cbm-global.org](mailto:recruitment@cbm-global.org) by the closing date.
4. Informal enquiries are also welcome to the above email address.
5. In the subject header of your email it would be helpful if you could add the role title for which you are applying.

Many of our roles advertised attract large numbers of applicants, and we may not be able to respond to everyone that applies. If we have not been in touch with you within three weeks of the closing date, it is likely that on this occasion we have shortlisted other candidates who meet the criteria more fully. We do thank you for your application and your interest in working with CBM Global. Please feel free to apply again in the future for other suitable roles.

We very much look forward to receiving your application.

*Recruitment team*

CBM Global