



Position Specification

Save the Children International

Chief Strategy Officer and Deputy Chief Executive Officer

Our Client

Save the Children is the world's first, and largest, independent children's rights organisation. Save the Children believes every child deserves a future. Since founding, more than 100 years ago, the mission has changed the lives of more than one billion children. Save the Children gives children a healthy start in life, the opportunity to learn and protection from harm. They do whatever it takes for children – every day and in times of crisis – transforming their lives and the future.

Save the Children was founded on the simple, but innovative, idea that children have rights. Millions of children around the world are denied their rights, simply because of who they are or where they are from. Save the Children knows that to ensure every child has the chance for a future their rights must be upheld. Through their programming, emergency responses and advocacy, they put the most vulnerable children first, tackling the barriers to survival, learning and protection.

In the last 12 months, the climate crisis has worsened, the conflict in Ukraine has displaced millions of people and children, and the ripple effects and aftermath of the pandemic have resulted in a cost of living crisis and worsening global hunger crisis at an unprecedented scale. Globally, 426 million children live in conflict zones in constant fear, their childhoods stolen. We are witnessing the worst child rights crisis in decades. The needs are greater than ever before and so is the urgency to scale the impact.

Save the Children's ambition for 2030 is to create a world in which all children:

- Survive: No child dies from preventable causes before their fifth birthday
- Learn: All children learn from a quality basic education
- Are Protected: Violence against children is no longer tolerated.

To deliver on these 2030 breakthroughs for children, Save the Children operates in multi-year strategy cycles, and has developed an ambitious strategy for 2022-24, focused on transforming and amplifying impact for and with children. The bold ambition builds on 100 years' experience of bringing communities, civil society, governments, businesses and donors together to achieve lasting change for children.

Save the Children is a global membership organization made up of Save the Children International (SCI) and 29 national members with a collective budget of \$2.7 billion and global staff of 25,000 people working in over 120 countries. For more information about SCI, please visit <https://www.savethechildren.net>

The Role

Save the Children International is looking for an experienced and transformational leader, with a strong strategy orientation and exceptional stakeholder management and execution capabilities, to join as Chief Strategy Officer (CSO) and Deputy Chief Executive Officer.

This role carries significant leadership responsibilities, as they will be deputising for the CEO, facilitating alignment among Senior Leadership Team (SLT) on cross-functional issues or initiatives, ensuring follow through to resolution/completion, and support the CEO in liaising with the Board, members, partners and other stakeholders.

As Chief Strategy Officer the role holder will be accountable across the whole value chain from global strategy design, development, planning, execution and performance:

- Developing global strategies to achieve Save the Children's ambition, taking into consideration the evolving child rights landscape

- Overseeing the development of an execution architecture that aligns annual plans for all entities behind the execution of the global strategy
- Driving exceptional execution and performance across the organisation through leadership and influence. forging new working relationships and synergies across the organisation.
- Establish increased transparency and accountability for global strategy execution across all levels of the organisation
- Strengthen and develop cross-sector global strategic partnerships.

As a result of this, the role holder will be liaising with members, partners and other stakeholders, with direct interface with the SCA/SCI Boards and member CEOs. This role reports directly to SCA/SCI Chief Executive Officer.

The role holder will oversee teams leading a) global strategy, b) planning and performance, c) membership and SCA organisational development.

Key Relationships

- SCA/SCI Boards
- Senior Leadership Team (SLT)
- CEOs and Strategy Leads in Save the Children member organizations
- Regional Directors and Country Directors
- Global Humanitarian Director
- Company Secretary
- Head of CEO Office
- Key external partners and peers.

Key Areas of Accountability

Leadership

- Deputise for CEO as and when needed.
- Be a strong member of the SLT and champion a culture of high performance.
- Facilitate alignment among different SLT members on cross-functional issues and initiatives, and follow through to resolution/completion.
- Support CEO's interface with stakeholders, leadership and governance bodies and ensure priorities and decisions align with global strategy. Support CEO in liaising with members, partners and other stakeholders, work with and influence people across the organisation and beyond
- Lead coordination of engagement with members where multiple SLT members/functions are contributing.

Global strategy Design and Development

- Lead design and development of multi-year global strategies and annual priorities/adaptations with input from members, centre departments, regions and country offices.
- Horizon scanning, identify and assess emerging trends, innovations and best practices from within the organisation, the sector and beyond.

Global strategy Execution and Performance

- Working closely with the SLT and other senior leaders, ensure that the organisation is resourced and mobilised to deliver on global strategy.
- Develop, guide and drive forward the execution of strategy, through multi-year and annual plans to achieve impact for children.

- Align on global strategy and execution across key governance, executive and management bodies to raise critical issues as needed, manage interdependencies and troubleshoot execution, and manage risks to strategy delivery.
- Drive development and delivery of cross-functional strategic initiatives and innovation not owned by a department/goal team.
- Working with other SLT members to improve key management processes and their alignment to strategy – budgeting, prioritisation, planning, goal setting, performance monitoring and reporting, risk management.
- Build strategy execution capabilities across the movement. Champion best practices across Save the Children.

Strategic Partnerships

- Develop an overall framework and set strategic direction for global partnerships with best-in-class providers and practitioners ensuring further opportunities are capitalised upon through thorough research and development.

Member and SCA Organisational Development

- Oversee the work on strengthening mutual accountability and organisational health, organisational models, pathways and geographic presence, and promoting movement engagement and inclusion.
- Lead the work on future operating and business models for the movement.

People

- Build a high performing diverse and inclusive team, and extended team of colleagues (focal points) from other functions
- Build a strong community of strategy leaders movement wide, including through regular interactions with country and regional teams, member CEOs and strategy leads

Candidate Profile

Experience and Skills

- A proven, results oriented leader, bringing broad experience from different types of senior executive roles in complex and global organisations
- Demonstrated leadership presence and gravitas, inspiring confidence at Board, CEO and senior management level
- Track record in global strategy development as well as delivering large scale change
- Experience in international development or humanitarian contexts preferred
- Strong knowledge of current global political, economic, environmental and social contexts that impact on children's rights and the work of Save the Children
- Energy and drive to create positive change in a large complex organisation. Experience in achieving results across a federated organisation (with independent members/affiliates)
- Comfortable working in a rapidly changing environment with a high degree of ambiguity and uncertainty
- Experience in leading and bringing together different stakeholders and workstreams behind a common understanding of performance, driving accountability across senior stakeholders
- Experience of building and leading high performing, diverse, virtual teams
- Fluent spoken and written English. Additional languages, particularly Spanish, Arabic, French, valued.

Key Competencies

Accountability:

- Holds self and others accountable for making decisions and delivering to plan
- Role models Save the Children values
- Holds team accountable to deliver on their responsibilities, giving them the freedom to deliver in the best way they see fit, providing the necessary development opportunities to improve performance, and applying appropriate consequences when results are not achieved.

Ambition:

- Thinks strategically and on a global scale, focused on amplifying impact
- Widely shares their personal vision for Save the Children, aligned with our collective ambition
- Sets ambitious and challenging goals for themselves and their team

Collaboration:

- Exceptional influencing and negotiating skills
- Builds and maintains effective relationships with their team, colleagues, members and external partners.
- Values and champions cross functional collaboration across the movement
- Values diversity, sees it as a source of competitive strength

Creativity:

- Develops and encourages new and innovative solutions
- Willing to take strategic and disciplined risks.

Integrity:

- Builds credibility as a senior leader
- Honest, encourages openness and transparency; builds trust and confidence
- Displays consistent excellent judgement.

Qualifications

Education to Master's level, with a qualification in international development, international relations, public policy, economics or a related field is desirable.

Location

In existing Save the Children International Office within max 5 hours' time difference from GMT.

Travel Requirements

International travel up to 15% of time.

Equal Opportunities

The post holder is required to carry out the duties in accordance with the SCI Equal Opportunities and Diversity policies and procedures.

Health and Safety

The post holder is required to carry out the duties in accordance with SCI Health and Safety policies and procedures.

Additional job responsibilities

The job duties and responsibilities as set out above are not exhaustive and the post holder may be required to carry out additional duties within reasonableness of their level of skills and experience.

Position Specification

Ref: Chief Strategy Officer
Save the Children International

How to apply

To apply, please send a full CV with a supporting statement, briefly highlighting your experience and skills against the requirements of the role to responses@russellreynolds.com. The closing date for receipt of applications is **March 10, 2023**.