



**Technical Assistance Facility Director
International Programs and Operations**

**CLOSE DATE: 11:59pm(BKK time), Friday 15
January 2021**

Position Description

Title:	Technical Assistance Facility Director
Classification:	Salary to be negotiated based on skills, experience, location
Department:	International Programs and Operations
Branch:	Capability and Impact
Location:	Preference for individuals based in Southeast Asia(Vietnam, Cambodia, Indonesia prioritised) however exceptional candidates in Melbourne or Canberra will be considered.
Position reports to:	Head, Capability and Impact
Position Type:	To January 2022, 0.5FTE with a shift to 0.8FTE during mid 2021

About CARE Australia

CARE is an international humanitarian aid organisation fighting global poverty, with a special focus on working with women and girls to bring lasting change to their communities. As a non-religious and non-political organisation, CARE works with communities to help overcome poverty by supporting development projects and providing emergency relief. We know that supporting women and girls is one of the most effective ways to create sustainable outcomes in poor communities. We depend on support from the Australian public to carry out our work.

CARE Australia is a member of the CARE International confederation. We strive for a world of hope, tolerance and social justice, where poverty has been overcome and people live in dignity and security.

For over 30 years, CARE Australia has earned an international reputation for our ability to respond quickly to emergency situations in countries where CARE International operates, including Syria, Pakistan, South Sudan, Myanmar and Vanuatu. We are also renowned for our innovative, sustainable and effective long-term development projects. All our projects are designed to equip the people we support with skills and resources so they can take charge of their lives and work towards a better future.

CARE Australia (CA) is directly responsible for program design, implementation, monitoring and evaluation, as well as management and contractual control of all projects. As a consequence, we have a high degree of accountability and transparency. CARE Australia is committed to protecting the rights of children in all areas we work around the world.

About the Department

The International Programs and Operations Department (IPO) comprises five units: Country Office Support, Capability and Impact, Program Delivery, Pacific Regional and, Business Development.

The Department is responsible for the efficient and effective management of Australian funded programs which are delivered primarily in Asia Pacific by a range of CARE International Country Offices and other partners. Programs for which the Department is responsible include both development programs and humanitarian and emergency programs.

The Department ensures that programs are well designed, assists partners to operationalise quality guidelines and provides technical expertise to support program delivery. The Department regularly monitors program implementation and takes management action to ensure program delivery is satisfactory, contractual obligations are met and development gains are achieved. The Department builds and maintains relationships with key institutional donors to secure funding. To fulfil accountability requirements, the Department analyses

program outcomes, provides reports to donors and publishes analysis and evaluations to demonstrate the impact of funded programs, enabling program knowledge to be leveraged at scale by CARE Australia and others in the sector.

The Department combines aspects of CARE's Lead Member role as well, specifically, ensuring that support to CA managed CI Country Offices/Presences is well coordinated, appropriate and timely. It also ensures that CA managed Country Offices have clearly articulated transformation plans that allow them to operate in a more localised manner and form.

The Department draws on its program expertise to contribute to the development of strategic policy advice and well planned advocacy to donors, major stakeholders and to the Australian public. It ensures CARE Australia-managed Country Offices are ready and able to respond to emergencies and humanitarian crises. The Department also works with relevant parts of the CARE International Confederation on program and policy issues. The Department also works with relevant parts of the CARE International Confederation on program and policy issues. The Program Delivery Unit sits within the International Programs and Operations Department and consists of two Humanitarian Advisors and several project specific managers.

About the Role

The CSIF Gender TAF Director leads CARE Australia's engagement with the CEI managed project the CARE-She-Trades Impact Fund (CSIF). The mission of the CSIF is to apply an investment strategy that focuses on deliberate analysis, decisions and ways to address systematic gender inequality to improve social returns as well as business outcomes. CSIF will invest in mission-driven companies with leaders committed to fostering a safe, inclusive workplace for all employees and supply chain actors, and in businesses that create improved products and services that promote economic inclusion in particular for disenfranchised women.

The TAF Director oversees the development of a Technical Assistance Facility TAF which runs alongside but is separate to the CARE-SheTrades Impact Fund. The TAF will deliver gender technical assistance to the investee companies. Responsibilities include development of the TAF model, recruitment and management of staff to provide gender TA, quality assurance and the monitoring of the results of such TA services to the companies, and contribution to learning and evolution of the field of gender lens investment.

The position is currently at a 0.5 FTE (at November 2020), but will evolve to a full-time position when the TAF comes online and the investment companies are enrolled in the fund (subject to funding).

Key Responsibilities

1. Oversee the design, planning and launch of the TAF model (2020-21)
 - a) In collaboration with CEI, lead the design of the tools, templates and methods for delivering gender TA to investee private sector companies as shown in the examples above;
 - b) In collaboration with CEI, design and implement iterative training to CARE staff and consultants to ensure consistent and effective approaches and tools for busy growth-stage companies;

- c) Coordinate the launch of the TA facility with CEI, Bamboo and CARE entities, with development and coordination of any needed systems, policies, procedures, and productivity standards.
2. Recruit and train a cadre of gender experts from CARE and possibly local consultants ready to fulfill the TA delivery to the companies. Gender experts will have skills in business acumen, behavioural science, and organizational change processes to deliver coaching, mentoring and training services to the companies during the timeline of the CSIF's investment. (Late 2020 into 2021)
 - a) Oversee recruitment of approximately 15 deployable CARE staff and local consultants;
 - b) Support negotiations and supervise the governance and management expectations and agreements for CARE staff who are seconded to the TA Facility for short assignments, and their managing supervisors and offices (in accordance with jointly developed TAF MOU and Manual, applying any updates as needed);
 - c) Design and implement virtual and in-person orientation and training modules to a cadre of TA facility gender experts, to systematize consistent understanding and approaches and have deployment ready staff by June 2021, with appropriate refresher training as needed.
3. Lead the design and deployment of TA to companies in the CSIF Portfolio, in close collaboration with the CSIF Investment Team. (2021)
 - a) Meet with investment team routinely to anticipate and track company TA needs and progress;
 - b) Provide gender-business expertise in suggestions for design of TA package, in collaboration with TA cadre and CSIF investment team;
 - c) Assign responsibility for specific consultancy tasks with investee companies, monitor TA progress, supervise quality of deliverables;
 - d) Ongoing coaching, counselling, problem solving and feedback to TA cadre;
 - e) Contribute to team effort by accomplishing related results as needed;
 - f) Supporting diversity within firms receiving investment from CSIF.
4. Maintains quality of TA services by (2021)
 - a) Developing simple performance standards for TA;
 - b) Monitoring and reinforcing quality and customer service standards;
 - c) Analyzing and resolving quality and customer service problems;
 - d) Recommending system improvements.
5. Project management and contribution to business development (throughout 2020/21)
 - a) Provides regular communications about planning, monitoring, and appraising results of TA to TA cadre, relevant CARE offices and CSIF investment team;
 - b) Monitor overall TAF progress, generate reports and updates;
 - c) Closely monitor TAF spending, with regular monitoring of TAF gender cadre invoices, working with CARE finance staff in relevant offices to ensure routine paperwork is submitted and invoices are paid in a timely way;
 - d) Write and submit regular donor reports as needed;
 - e) Support fundraising for ongoing TA facility funding as required.
6. The TAF Director will contribute to CEI's goal of contributing to overall thought leadership including contributions to the learning and evolution of the gender lens investment field, by innovation, documenting lessons, sharing learning new tools and approaches, and public speaking. (throughout 2020/21)
 - a) Document innovation and lessons learned from the TAF;
 - b) Contribute to publications, blogs, presentations, articles.
7. Support CSIF investment team in applying a gender lens throughout the investment cycle (late 2020/ 2021 onwards):
 - a) Screening, evaluation and due diligence, deal structuring, post deal engagement and impact measurement/exit

Selection Criteria

- Qualifications and/or at least 8 years experience in business/economic development, partnership development or management consulting, ideally in emerging economies;
- Proven experience in gender-smart business practices / gender-based diversity and inclusion initiatives policy and design for private sector enterprises, ideally in low resource settings;
- Proven experience in conducting, and supporting teams to conduct, gender audits or gender assessments, develop actions plans and support implementation of those plans;
- Previous experience in building staff capability and training including development of high quality and effective training materials using virtual and in-person adult-centered training techniques and feedback mechanisms;
- Proven capability in remote management and mentoring of staff to ensure the highest standards of TA delivery to clients;
- Project management experience in the international development field, including specific skills like financial literacy and experience in reporting to donors;
- Extensive cross-cultural experience across Southeast Asia preferred, including ability to negotiate and manage conflict in multi-cultural environments.

Approved by
Principal Executive International Programs and Operations
October 2020

CARE Australia Terms and Conditions for Australian-based staff

Title: Technical Assistance Facility Director
Department: International Programs and Operations
Location: Preference for individuals based in Southeast Asia (Vietnam, Cambodia, Indonesia prioritised) however exceptional candidates in Melbourne or Canberra will be considered.
Salary Package: Salary to be negotiated based on skills and experience, location

This role is currently at a 0.5 FTE (in November 2020), working 18.75 hours per week. The successful candidate will be paid a salary package calculated at 0.5 of the full-time equivalent (FTE) detailed above.

Salary packaging: We offer salary packaging options to all Australian-based employees. Salary packaging can reduce your income tax by allowing you to pay for certain expenses with pre-tax dollars. You have the option to salary package your mortgage, rent, rates, loans, school fees, and more.

Employment details: This fixed term job is subject to three months' probation. All entitlements are set out in the CA Contract of Employment. Full employment conditions are set out in the CA Human Resource Policy Manual.

Working Hours: This role works 18.75 hours per week which is 0.5 of a full-time employee who works 37.5 hours per week. Exact roster for days and times worked will be negotiated with the successful candidate.

Please Note: CA's salary structure is based on eight Bands and five salary points within each band. It is usual for people commencing with CA to be placed on Point One of the relevant band with further progression through the bands related to the ongoing performance appraisal process. The Salary Package listed in this document is Point One for the relevant salary band.

Additional information and how to apply

To apply:

To apply for a job with CARE Australia, please review this Candidate Information Pack and complete the online application form linked to the vacancy on our careers page (careaustralia.connxcareers.com). Please ensure you attach your CV and cover letter before submitting. Once you have submitted your application you will receive an automatic confirmation of receipt.

Applications close: 11:59pm Bangkok Standard Time, Friday 15 January, 2021.

Before submitting your application, please ensure you can answer 'yes' to the following:

1. Have you thoroughly reviewed the candidate information pack, including the terms and conditions for the role?
2. Have you completed the online application form?
3. Have you uploaded your cover letter and CV, including your response to the selection criteria?
4. Is your application succinct and informative?

Questions about the role?

Please contact Suzi Chinnery, suzi.chinnery@care.org.au (please do **not** email applications to this address).

Right to work in Australia for international applicants

CA is not in a position to sponsor entry to Australia. In applying for an Australian-based position you will be expected to already have a valid Australian work permit (permanent residency or applicable work visa). Information on Australian visas and working entitlements are available from the Australian Government Department of Home Affairs.

Child Protection and Protection from Sexual Harassment, Exploitation and Abuse

We are committed to each other and to the protection of the people we serve. We do not tolerate sexual misconduct within or external to our organisation, and we embed child protection in all we do. Child protection and protection from sexual harassment, exploitation and abuse, are fundamental to our relationships, including employment, and our recruitment practices are designed to ensure we only recruit people who are suitable to work with other staff and the people we serve. As well as pre-employment checks including police checks and background checks, we will use the recruitment and reference process to ensure potential new staff understand and are aligned with these expectations.

CA reserves the right to seek information from a job applicant's previous employer about the applicant's suitability for the role. Any allegations relating to sexual exploitation, sexual abuse

and/or sexual harassment and/or child abuse, which may or may not have been proven against the applicant, will be relevant information.

By submitting an application, the job applicant confirms that s/he has no objection to CA requesting the information specified above.

To find out more, please contact the Manager Human Resources.

Gender, diversity and inclusion

CA respects and values diversity, and does not discriminate on the basis of race, gender, ethnicity, age, disability, religion or politics. We are committed to embedding gender equality, diversity and inclusion throughout our organisational practices and in the programs we deliver. This commitment is reflected in all of our processes and policies, including recruitment and selection.

Our selection decisions embody transparency and fairness from the outset of a recruitment process through to the selection decision. This is demonstrated through advertising roles as broadly as possible and basing the selection of the successful applicant on merit. We endeavour to mitigate any potential bias in our selection committee shortlisting processes by ensuring all selection committees are gender balanced and independent.

To ensure all candidates can compete on an equal basis in the application and interview process, CARE will provide reasonable accommodations for assistance where requested. If you have any requirements that need to be considered as part of your application process, please do not hesitate to let us know.

The recruitment process and expected timeframes

CA appreciates the time and effort taken to apply for a position with us. We are committed to ensuring all recruitment processes are fair, efficient and transparent and we are committed to equal opportunity and diversity in the workplace. Below is some information on how our recruitment processes generally work and expected timeframes:

- All vacant positions are advertised on our website;
- Unless otherwise stated, roles are advertised for a minimum of 2 weeks;
- We aim to complete the short-listing process within 2-4 weeks following the close date of applications;
- Selection committee interviews are held for a select number of candidates either face-to-face or via the telephone, ideally within a month following the application close date;
- Additional background checks may be required prior to interview such as Right to Work and Working Visas;
- Referee checking of the preferred candidates happens in the week following interviews. Referees will not be contacted without prior permission; and
- An Offer of Employment will ideally be made within a week of interviews.

Tips on how to prepare your application

Your application is the first step towards a rewarding career with CA and our first impression of you. Therefore, it is important that you give yourself the strongest opportunity to succeed right from the beginning.

To improve your chances of selection we recommended that you:

- Thoroughly research CA, including our organisational goals, values, mission and vision;
- Carefully read the Position Description and ensure you understand the role you are applying for and that it is suited to your skills, experience and qualifications;
- Carefully read the Terms and Conditions and check whether you are eligible to apply, and that the salary and entitlements match your expectations; and
- If you wish to discuss the position, the selection process and the work environment, please phone the contact officer outlined in the candidate information pack.

To ensure an informed assessment of your suitability and claims for the position is conducted it is recommended that you complete all parts in the application process.

Tips on how to prepare a CV

Your CV is one of the most useful tools in demonstrating your suitability for a role. When preparing your CV it is important to remember the following:

- Keep it simple and succinct, we recommend approximately 2-4 pages;
- List your relevant work experience in chronological order, starting from your current or most recent role;
- Do not just outline each position and employer, be sure to include your responsibilities and achievements in each position;
- Ensure relevant personal information is provided such as your name, contact number, address and email address as well as any period where you might be uncontactable;
- List your qualifications and the institute from which you received them;
- List at least 2 professional referees, their current role, contact details and their relationship with you. Friends and associates are not suitable as referees;
- Explain any gaps in your career (travel, having a family etc);
- Outline any relevant volunteering experience;
- Do not use abbreviations, slang or jargon; and
- There is no need to insert pictures or graphics, or attach any certificates or referee reports.

Why work for us?

CA is one of Australia's largest international aid and development agencies. By working for CA, you will make a direct contribution to the ongoing fight to address global poverty. As an organisation that pursues best practice in the work we do, we seek to support our staff through offering a comprehensive package of salary and benefits to complement and enhance your work with us.

Here is a brief list of some of the benefits available to CA staff. Note that outside of Australia, some benefits may vary from country to country to take into account local needs and differences.

Workplace diversity and flexibility

As part of our commitment to Gender Equity and Diversity, we recognise that our staff may need flexibility to manage their life outside of the office. At CA, we have a range of creative solutions that may be negotiated where possible, on a case-by-case basis, to help you balance work with life. Examples include alternative or reduced hours or job-sharing arrangements.

Performance management

Our performance management framework helps you work closely with your manager to plan, manage, review and give feedback about your performance throughout the year, leading to a salary review based on your continuous improvement. Teamwork is part of our culture and we provide training to our staff and managers in communication and decision-making skills to ensure we remain engaged with the work we do.

Leave entitlements

CA employees have access to standard annual and personal leave and additional leave in recognition of long service. We have paid parental leave, and for eligible staff on overseas postings we offer rest and rehabilitation leave and annual home leave in recognition of difficult working conditions.

Professional development

Our employees are amongst the best in their fields, and if an opportunity exists to help you continue to build your professional skills and prepare for future aspirations, our Professional Development opportunities will help you do just that. Ongoing staff who have been with us for longer than 12 months have the chance to apply for our Study Support scheme – helping you with reimbursements towards gaining a formal tertiary qualification.

Employee Assistance Program

Our company-paid Employee Assistance Program provides support to our staff and their immediate family members through a free counselling service where any work or personal issues can be discussed confidentially.

Please note, this represents just a small selection of the benefits available to CA staff and does not constitute a legally binding document. Entitlements and other development opportunities are often subject to a qualifying period.

Privacy Policy

Your privacy is important to CA. Please read this carefully as it describes how we handle your personal information.

CA is committed to protecting and securing the privacy and confidentiality of your personal information. If at any point you want to know more about our policy, or are worried about your own details, or have ideas on how we can improve our practices, please let us know via jobs@care.org.au.

Importantly, CA is bound by the *Privacy Act 1998* (Cth) and the privacy provisions of other applicable legislation. In particular, CA must adhere to the *Australian Privacy Principles* in relation to collecting, holding, using, disclosing, securing and allowing access to your personal information.

We may revise this privacy policy from time to time by publishing a revised version on our website. That revised version takes effect from the time it is published.

Collection of personal information

CA collects and uses personal information about you in relation to your application for employment or volunteer/intern engagements with CA.

Your information is collected from you at the time you complete your application for employment or volunteer/intern engagement through our recruitment system. From time to time we may obtain personal information from third parties such as referee reports. When we do so, we will take reasonable steps to ensure that we make you aware of the collection of your information in accordance with Australian privacy law.

'Personal information' simply put is any information or opinion that can identify or be used to identify you.

During our recruitment process, CA may conduct some or all of the following pre-employment screening checks:

- Confirmation of qualification/education levels;
- Confirmation of previous employment;
- Criminal history/background checks;
- Health check; and
- Reference checks.

Why does CA collect this information?

- To determine your suitability for employment or volunteer/intern engagement.
- So we can complete all necessary steps in preparing you for your employment or volunteer/intern engagement should you be successful.
- So we can contact you about your current application or future employment or volunteer/intern opportunity.

Disclosure of personal information

The information you provide us with will be disclosed to the CA HR Branch and selection committee members directly involved with the recruitment process.

How CA stores your personal information

Your information will be stored by our e-recruitment provider in the cloud on services located in Australia. We require this third party provider, through our agreements with them, to comply with our security guidelines and privacy laws.

Access to personal information outside Australia

We are an international organisation with internal information sharing between our country offices. This means that it is possible your personal information may be shared with our offices based outside Australia if selection committee members are based overseas.