

Role Information

Role	Pay Band	Location	Duration	Reports to:
Skills and Enterprise Portfolio Lead(SSA)	Senior Management Band (SMB)	Flexible <i>(any country in SSA)</i>	Fixed term 2 + 1 years	Director, Education and Society (E&S) - SSA

Role purpose

- Lead British Council work on developing an impactful and sustainable portfolio relevant to SSA (i.e. recognising the significance of the informal sector) and focused on employability, jobs, enterprise and entrepreneurship. Requiring definition of success indicators, timelines, delivery partners and financial targets.
- To harness the collective British Council technical offer (regional SBU staff, UK headquarters and with other regions e.g. Middle East and North Africa [MENA]) to devise cost effective tailor made programmes, which respond to needs of beneficiaries and the drivers of potential funders.
- Take full accountability as senior reporting officer (SRO) for the development and delivery of the portfolio including implementation and financial performance, human resources, line management, continuous professional development (CPD) and mentoring.
- Technical representation of the British Council and relationship management of key stakeholders across the Employability, Enterprise and Entrepreneurship portfolio in SSA.

Geopolitical/SBU/Function overview:

SSA POLITICAL CONTEXT AND MARKET DEVELOPMENTS

Despite recent improvements in economic performance, strengthening democracy and a positive trend towards greater political stability, Sub Saharan Africa (SSA) remains the poorest region in the world. Countries remain vulnerable to economic shocks, climate change and the increasing threat from international terrorism.

Recent economic growth has been buoyant. Income per capita has doubled and foreign debt levels have halved since 2000. Aspirations to become middle income countries as written in national development plans in the next 10 years are optimistic. The World Bank longer view forecasts that 'almost all' African countries will be middle income by 2050. However the risk of unequal economic growth within societies remains significant. Gender inequality remains a major challenge across the continent while prejudiced positions on religious, ethnic affiliations and sexual orientation are evident in some countries.

Generally the region is becoming more politically stable. There are on average 50 elections each year, many of which are more open and transparent than before. However, we have seen recently how the situation can deteriorate quickly in previously thought stable countries.

As a region SSA is recording the highest population growth in the world. By 2050 the population of Sub-Saharan Africa will be 2 billion people, with the majority living in an urban environment. 70% of the population is under 25 and growing. It is projected that by 2030, the number of youth (15 to 24 yrs.) will increase by 42% and more than double to 2055 (UN).

The growing youth population is one of the most significant factors for the future prosperity of sub-Saharan Africa. 77 per cent of the population in Sub Saharan Africa is below 35 years; 34 per cent is between 15-35 years. The potential benefits of sub-Saharan Africa's youth population are, as yet, unrealized - two thirds of non-student youth are unemployed, or vulnerably employed. Women are particularly impacted, often facing even greater barriers to accessing opportunities and earning equal pay. This means that the true economic and cultural potential of sub-Saharan Africa has yet to be fully unleashed.¹

Migration, driven by multiple and often inter-related drivers e.g., economic necessity, flight from instability or the effects of climate change is a predominant theme across Africa. According to International Organization for Migration (IOM), internal (including rural to urban), regional and intercontinental migration is occurring on a larger scale in Africa than any other region. Further, more than 26% of the world's refugees live in SSA.

Across SSA, government priorities are the interconnected agendas of economic growth, education and youth employment. The opportunity and challenge is to meet the needs of emerging societies and economies and the aspirations of the burgeoning youth population. Within this context, many governments seek to invest in education systems to raise standards. However, with the gains made in universal access to basic education and growing demand for secondary education, governments are struggling to finance education. Whilst massive increases are needed in education funding to catch up with other developing regions, aid for education in the region is in fact declining. Across the region countries are grappling with competing demands for limited resources.

Education & Society in SSA

The British Council Regional Strategy for SSA is to focus on creating opportunities and enabling young people to fulfil their potential - improving their employability, resilience and networks. This is to be achieved through mutually beneficial partnerships between the UK and Africa that support prosperous and secure futures for both.

British Council activity in Sub Saharan Africa articulates through two main forms – grant and partnership work in which the Council deploys UK ODA grant on behalf of the UK government and contracted work won through competitive tender in which the Council provides services for a client – predominantly DFID or the European Union.

The current E&S portfolio operates in the following areas: Justice, Security, Conflict; Civil Society and Governance; Education and Skills and Enterprise. Currently about 44% of the portfolio is in the area of justice, security and conflict resolution; 31% in the area of governance and civil society; 15% in education; and 11% in skills, social enterprise, youth and entrepreneurship.

Main opportunities/challenges for this role:

Opportunities going forward include:

- Opportunity to shape and lead an exciting portfolio building from a diverse (from creative industries to social enterprise), exciting but somewhat diffuse existing offer.
- Opportunity to harness growing interest across donors and foundations in this critical area.
- Significant professional development and representational opportunities.

¹ African Development Bank Group, *Jobs for Youth in Africa: Strategy for Creating 25 Million Jobs and Equipping 50 Million Youth 2016-2025*. Abidjan: 2016.

Challenges include:

- Winning new work / harnessing partnership opportunities in an increasingly competitive market
- Increasingly demanding requirements around measuring impact outcomes and demonstrating value for money (being addressed through the new Research and Evidence Framework).

Main Accountabilities:

The Skills and Enterprise Portfolio lead is accountable for:

Strategic direction and Approach: Lead the development of the portfolio with:

- A clear articulation of expected outcomes
- Defined financial targets and milestones
- A prioritization of partnership pursuit

Business Development / Portfolio Management

- Identify, track and resource forthcoming business opportunities within the sector.
- Develop strategic responses to client needs which enable the British Council in SSA to meet financial sustainability and impact targets, whilst maximising cultural relations impact for the British Council.
- Lead the technical conceptualisation, design and winning of proposals/partnerships.
- Provide sector expertise - either as management time or as consultancy input - to existing and new grant, partnership and client funded contracts within the SSA region.

Implementation

- As SRO; quality assure delivery of existing and new programme(s) to the highest quality and as efficiently as possible.
- Provide strategic responses to financial / risk management reporting for own portfolio, including the BC's own Financial Control Compliance Framework (FCCF) and Enterprise Risk Management Framework (ERMF), ensuring the Director SSA E&S SBU has up to date and relevant information which facilitates transparent decision-making and reporting to the Regional Steering Group (RSG) and / or other senior corporate stakeholders, including the British Council Executive Board.

Relationships

- Develop strong relationships and professional networks with client, customer and corporate contacts, sector experts, partners and delivery teams across the region. Use these to maximum effect on behalf of the British Council.

Monitoring, Evaluation and learning

- Ensure robust monitoring, evaluation and learning is in place for all project and data and learning feed through into the results and evidence framework.

Line Management / HR.

- Provide leadership, mentoring to support staff to develop income-generating partnerships among key partners, providing sector-specific knowledge and expertise, and disseminating key sector news, insights, trends and competitor activity across the partnership development network.

Other important features or requirements of the job

The position will require travel to the countries within the SSA region. Unsocial / long hours are likely to be required from time to time.

Role Requirements:

Threshold requirements:		Assessment stage	
Passport requirements/ Right to work in country	<i>Existing rights to live and work in any of the listed countries in SSA</i>	Shortlisting	
Qualifications			
<i>Minimum / essential</i>	<i>Desirable</i>	<i>Assessment Stage</i>	
Qualified to degree level or equivalent by experience	Post graduate qualification and experience of being contracted within client funded projects	Shortlisting	
Role Specific Knowledge & Experience			
<i>Minimum / essential</i>	<i>Desirable</i>	<i>Assessment Stage</i>	
<p>Business Pursuit: A proven track record of identifying business development opportunities and securing significant partnerships (cash, in kind and co-creation) including individual opportunities</p> <p>Team Leadership: Proven experience of successfully implementing projects and programmes, ensuring standards and meeting client expectations.</p> <p>Relationship Building and Influencing: Experience of influencing and securing buy-in from senior colleagues in a large, complex and multi-cultural organisations and governments.</p> <p>Programme management: Strong programme and client management experience.</p> <p>Financial and Risk Management: Experience of interpreting complex business and market intelligence to ensure delivery of challenging business targets.</p>	<p>Significant direct experience of the client / donor funded contract pursuit and delivery process.</p> <p>Significant direct experience and understanding of issues affecting client contract delivery in British Council or similar organisational contexts.</p> <p>A track record that includes organisational sector representation on the international stage to build reputation, contribute to strategy development and thought leadership</p> <p>Five + years of programme delivery for a non-BC client.</p> <p>Demonstrable experience of identifying, communicating and mitigating risks (financial, operational political, environmental & organizational) in a similar operational context.</p>	<p><i>Shortlisting & interview</i></p>	
	Role Specific Skills/Experience		Assessment Stage
	<ul style="list-style-type: none"> Minimum 5 years' experience in senior management / sector / team leadership roles 		Shortlisting & Interview

<ul style="list-style-type: none"> • Minimum of 5 years' experience of delivering client funded projects or programmes • Familiarity with client policies and procedures • Experience of working in Sub Saharan Africa is highly desirable. 	
<p>British Council Core Skills</p> <p>Communicating and influencing (level 4) Using influencing techniques: Uses formal and informal negotiating and motivation techniques to influence others' behaviour and persuade them to think and act differently, while respecting difference of view and culture.</p> <p>Managing Projects (level 4)-Leads Larger Projects: Analyses medium-to-large and/or high risk projects, coordinates a diverse team with awareness of equality and diversity impact as part of the project specifications and handles changes in specification or plan to meet unexpected circumstances.</p> <p>Finance and Resource Management (level 4- Plans and deploys resources- Negotiates and agrees the resources for a defined area as part of forward planning, monitoring progress and adjusting resources or priorities to meet goals.</p> <p>Commercial and Business Development (level 4-Leads Business development: Able to plan and deliver business development activities for a major and/or new market category which is significant for the British Council.</p> <p>Account and Partnership Management (level 5)- Shapes strategic relationships Sets overall direction for the formation and management of strategic relationships, collaborations and contracts with stakeholder, customers and partners in a significant market.</p>	<p>Assessment Stage</p> <p><i>Shortlisting & Interview</i></p>
<p>British Council Behaviours</p> <ul style="list-style-type: none"> ▪ Connecting with Others (Most demanding) <i>Building trust and understanding with people who have very different views</i> Being Accountable (Most demanding) <i>Showing real dedication to the long-term mission of the British Council or the team</i> Creating shared purpose (Most demanding) <i>Inspiring others to want to take a specific role as part of a shared purpose</i> Working together (Most demanding) <i>Creating the environment in which others who have different aims can work together</i> 	<p>Assessment Stage</p> <p><i>Interview</i></p>

ANNEXE ROLE CONTEXT INFORMATION

Section A – Role information for applicants

Role information	
Diplomatic status	No
Security clearance required?	Yes
Accompanied by partner?	Yes
Accompanied by Children	Yes
Is a mobility package offered for candidates relocating from other regions?*	**Where applicable
Details of any mobility package provided (if applicant is eligible)*	Country plus contract <i>(Enhanced benefits: Flights, Transfer grant, Accommodation, Schooling will only applicable where base location is being changed)</i>
*To be eligible to a mobility package you must be moving location!	

Section B – Operating Context

Operating Context	
Internal operating context	
Regional	
<p>In April of 2018 the British Councils Education and Society group and English for Education Systems will merge. This is a logical and positive development which will bring together expertise on a wide range of education reform issues – and enable the organisation to better harness expertise in English and language transitions which are particularly pertinent in SSA with its language diversity.</p> <p>A growing area of activity and one where EES have been at the vanguard is working with refugees and internally displaced peoples – on the areas of language and resilience. ‘Education for resilience’, i.e. supporting young people by equipping them with critical literacy and empowering them to better exercise agency – is a means to reduce the risk of alienation arising from inequality and lack of opportunity. This work, often undertaken with other colleagues from the civil society, Arts and justice teams is of growing significance.</p>	
<u>Total number of staff directly line managed by this role</u>	1 <i>The role also works with business development managers in the countries</i>