



APPOINTMENT OF

**CBM GLOBAL**  
Inclusive Eye  
Health Director



**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 currently made up of CBM Australia, CBM Ireland, CBM Kenya, CBM New Zealand, CBM South Africa, CBM Switzerland, and CBM UK with programmes worldwide and Country Offices in Philippines, Bangladesh, Laos, Nepal, Indonesia, Kenya, Zimbabwe, Burkina, Nigeria, Madagascar and Bolivia. CBM Global works in over 20 countries, maximising our impact through long-term, authentic partnership and a coordinated mix of inclusive community-based programmes, advocacy for national and global policy change and delivering 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

## Reports to:

The Executive Director

## Job Overview

This new full time role leads CBM Global's work in Inclusive Eye Health (IEH), which includes Neglected Tropical Diseases (NTDs). The IEH Director oversees the planning, development, delivery and growth of our IEH strategy. This includes leading on external representation, the pursuit of new collaborations and funding opportunities, establishing relevant technical standards, ensuring effective monitoring, evaluation and continual improvement of IEH programming, and linking our IEH with CBM Global's related work in community based inclusive development, community mental health and disability inclusive humanitarian action. Key to the role is ensuring that our eye health programmes are accessible and inclusive to all members of the community, i.e. people with disabilities, women, other marginalised groups including those living in poverty; and proactively supporting people with disabilities to access their rights within their community.

**Based:** The role can be based in any CBM Global Office

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





# RESPONSIBILITIES AND DUTIES

## 1. Strategy

- a) Develop and oversee delivery of the IEH/NTD strategy, 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 eye health and NTDs in order to influence the external environment and improve and further develop CBM Global's IEH/NTD policies and practice.
- c) 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, developing relevant communication on model programmes and good practice in inclusive eye health and NTDs for communications and fundraising.
- b) Identify and pursue funding opportunities from institutional and other major donors, in coordination with CBM Global Member Associations and Country Offices.
- c) Actively pursue opportunities to work in consortia in order to increase income and leverage the impact of CBM Global's IEH/NTD strategy.
- d) Define HR requirements in support of the strategy (i.e. local advisors, global level expertise) and support HR in the development of relevant HR plans.

## 3. Programming

- a) Ensure that IEH and NTD project proposals which are developed meet agreed standards of design and quality for them to be presented to donors for funding.
- b) Ensure quality assurance of IEH & NTD programmes in terms of technical requirements, disability inclusion and developmental good practice.
- 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 IEH & NTD programmes with good practices to promote replication.
- e) Lead and facilitate a Community of Practice in inclusive eye health, emphasising learning, sharing and disseminating.
- f) Manage and oversee the global level budget and resourcing of the IEH/NTD strategy.

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

- a) Provide high level representation on IEH & NTDs on behalf of the CBM Global Federation and the delivery of IEH & NTD advocacy priorities in close collaboration with the Advocacy Director, Member Associations and country teams, partners and DPOs.
- b) Engage with, support and influence alliance partners and relevant networks as identified in the IEH & NTD strategy in support of its objectives.

#### **5. Quality assurance**

- a) Set standards of quality for the IEH & NTD strategy and the capacity requirements at different levels of the organisation to meet these standards.

#### **6. Evaluation & Research**

- a) Establish clear guidelines for programme evaluation and indicators, with 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's strategy in inclusive eye health and NTDs.
- c) Support the commissioning of research in order to inform and further develop CBM Global's strategy, advocacy priorities and technical standards in inclusive eye health and NTDs.

#### **7. Management**

- a) Lead and manage a team of experts for implementing CBM Global's strategy in inclusive eye health and NTDs.
- b) Guide, coach and support staff in the delivery of the strategy, conduct annual key performance objectives and related annual performance appraisals.
- c) Promote the effective collaboration of IEH & NTD staff with country based staff and partners, Member Association staff and other stakeholders.

#### **Key Outcomes expected from this role**

- a. Enable the delivery of IEH/NTD strategy
- b. Acquisition of institutional funding and working in consortia
- c. Effective line management and support of IEH & NTD staff
- d. Analysis of global policies and trends in IEH & NTDs
- e. Effective external advocacy
- f. Maintain effective relationships across the CBM Global federation
- g. Manage budgets/costs accurately
- h. Promote CBM Global's values and culture within the organisation and its external environment





# PERSON SPECIFICATION

## Experience and knowledge

- Minimum of 5-10 years working experience in low and middle income countries
- Proven expertise in networking, advocacy and influencing with knowledge of key global and continental networks, having played an active part in such networks
- Knowledge, understanding and established relationships with key donors and stakeholders in IEH and NTD programming on global and regional levels
- Experience of working with DPOs/or self-help/community led groups
- Experience in operational research
- Experience in teaching/ training/ coaching

## Skills/competencies/personal qualities

- Outstanding interpersonal relationship building and networking with others
- Strong understanding of disability-inclusive approaches in line with the CRPD and SDGs and their application in IEH and NTD work
- Demonstrated ability to manage large programmes and multidisciplinary and multi-cultural teams
- Passionate about effective change for and alongside people with disabilities and their communities, with a deep commitment to the vision and mission of CBM Global

## Qualifications, training, and education

- Background and relevant working experience in public health ophthalmology and/or Inclusive Eye Health or NTD programming, including in applying relevant tools and methods (PCM, participatory approaches etc)

# EMPLOYEE BENEFITS

- Competitive annual leave (including public holidays)
- CBM Global places an emphasis on professional development and training for its employees in order to support them to fulfil their roles and encourage personal development
- Salaries are regularly reviewed to attract, develop, motivate and retain the appropriate caliber of employees
- We offer family-friendly benefits for staff members – flexible working, homeworking, maternity/paternity/adoption and parental leave policy
- CBM Global offers a competitive pension scheme
- Group Life Assurance Scheme
- 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

## Shortlisting and Interviews

CBM Global is an equal opportunities employer and we are 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 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

Everyone has the right to be treated with consideration and respect. CBM Global is committed to achieving a truly inclusive environment for all, by developing better working relationships that release the full potential, creativity and productivity of each individual. CBM Global aims to ensure that all staff, volunteers, donors, partners, contractors, and the general public are treated fairly. This will be regardless of sex, sexual orientation, gender re-assignment, marital or civil partnership status, race (including colour, nationality, ethnicity, or national origin), disability, medical status, age, religion or belief, political opinion, social or economic status, or ex-offender status.

## Employment Checks

CBM Global is committed to the safety and best interest of all children 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

CBM Global is working with Macaulay Search to make this critical leadership appointment.

Applications should be sent by email to [laura.bagley@macaulaysearch.com](mailto:laura.bagley@macaulaysearch.com) and must be received by 12 noon GMT on Monday 23rd November 2020. Your application should comprise:

- a mandatory covering note of not more than two pages outlining how your skills and experience meet the requirements for the role and including your motivation, mentioning why the work of CBM Global in particular excites you
- a full CV, including educational and professional qualifications and employment history, showing the more significant positions, responsibilities held and relevant achievements

A shortlisting meeting will take place in early December. Selected candidates will be invited to interview via video-conference during December.

Many thanks in advance for your consideration of this opportunity and for taking an interest in the work of CBM Global.

For further information about our work please see our website at [www.cbm-global.org](http://www.cbm-global.org).

