

Inclusive Eye Health Advisor



CBM Global

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<https://cbm-global.org/>

Recruitment Pack

CBM Global

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 Inclusive Eye Health Director

Job Overview

Reporting to the Inclusive Eye Health Director, this new full time role is responsible for providing Inclusive Eye Health (IEH) technical advisory support and capacity building to CBM Global partner organisations and Country Offices. The IEH Advisor ensures that they are enabled to deliver programmes well, reflecting the technical standards and MEAL approach outlined in the IEH/NTD strategic plan, integrating and coordinating with other technical and programme areas of CBM Global, and in pursuing funding opportunities from institutional and other major donors, in coordination with CBM Global Member Associations and Country Offices. The position holder is part of CBM Global's core IEH/NTD team that leads this area of technical specialism for the federation globally.

Based: This role can be based in any CBM Global Office, with preference for those countries where our Inclusive Eye Health programmes are delivered. Applications are therefore encouraged from those with the right to work in: Philippines, Bangladesh, Laos, Nepal, Indonesia, Kenya, Zimbabwe, Burkina Faso, Nigeria, Madagascar, Bolivia, as well as Australia, Ireland, New Zealand, Switzerland, Germany, Belgium and the UK.

Hours: Full time (37.5 hours per week)

Responsibilities and Duties

1. Strategy
 - a) Support country planning processes, ensuring synergy with the IEH/NTD strategy, and identification of appropriate country level objectives and indicators
 - b) Ensure that IEH project proposals which are developed meet agreed standards of design and quality for them to be presented to donors for funding
 - c) Support complementarity and integration across CBM Global's disability inclusive development and disability inclusive humanitarian work.
2. Resourcing and Promotion
 - a) Work with fundraising teams to develop relevant communication on model programmes and good practice for marketing 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) Pursue opportunities to work in consortia in order to increase income and leverage the impact of CBM's IEH/NTD strategy.

3. Programming
 - a) Ensure quality assurance of IEH programmes in terms of technical requirements, disability inclusion and developmental good practice
 - b) Support the development and use of criteria, tools and guidelines to support project design and development and ensure relevant projects receive technical input
 - c) Develop, scale up and document model IEH programmes with good practices to promote replication
 - d) Support MEAL (monitoring, evaluation, accountability and learning) at partner, country, regional, global levels.

4. Advocacy & Influencing
 - a) Provide regional level representation on IEH on behalf of the CBM Global Federation
 - b) Contribute to identifying IEH advocacy priorities
 - c) 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) Contribute to developing standards of quality for the IEH & NTD strategy
 - b) Oversee capacity building at country level as needed to meet these standards, including the delivery of training, coaching and mentoring.

6. Evaluation & Research
 - a) Support partner organisations and Country Office staff in setting up and commissioning independent programme evaluations for informing and further developing CBM's strategy in inclusive eye health
 - b) Develop research proposals in order to inform and further develop CBM's work in IEH.

7. Management
 - a) Support country-based staff (eg Programme Officers, Programme Managers) to facilitate good quality IEH work in partners
 - b) Assist in identifying local consultants in support of good practice and accountability in CBM Global's IEH work.

Key Outcomes expected from this role

- a. Enable the delivery of IEH/NTD strategy
- b. High quality IEH programming
- c. Effective MEAL (monitoring, evaluation, accountability and learning)
- d. Acquisition of institutional funding and working in consortia
- e. Maintain effective relationships across the CBM Global federation
- f. Promote CBM's values and culture within the organisation and its global environment.

Person Specification

All of the following requirements are Essential, unless marked with a * when they are Desirable, and will be assessed from a combination of information provided from the application form and interview process.

Experience and knowledge

- Minimum of 5 years working experience in low and middle income countries
- Knowledge and understanding of 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 *

Skills/competencies/personal qualities

- Outstanding interpersonal relationship building and networking with others
- Strong understanding of public health systems in low and middle income countries
- Strong understanding of disability-inclusive approaches in line with the CRPD and SDGs and their application in IEH and NTD work
- Passionate about effecting 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. Specific benefits such as pension scheme vary by location
- 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

Website: <https://cbm-global.org/>

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

Closing date: Monday 7 December at 9am UK time

To apply, please submit the following in English:

1. Your cover letter of application
2. Curriculum Vitae
3. Where you first saw or heard about the vacancy.

Enquiries may be made to; recruitment@cbmuk.org.uk

Alternatively, you can post your application to:

HR/Office Manager
CBM
Munro House
20 Mercers Row
Cambridge
CB5 8HY