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| **TITLE:** RRT-Deputy Emergencies Team Leader (National) | | |
| **TEAM/PROGRAM:** Programme Ops / Emergency | **LOCAL:** Pemba (Cabo Delgado) with short-notice deployments to deep field locations across Mozambique | |
| **GRADE**: 3 | **CONTRACT DURATION:**12 months (subject to extension based on performance and funding) | |
| **CHILD SAFEGUARD: (select one only)**  Level 3: The post holder will have contact with children and/or young people either frequently (e.g. once a week or more) or intensively (e.g. four days in one month or more or overnight) because he/she will work in country programs; or is visiting country programs; ore because he/she is responsible for implementing the police checking/vetting process staff. | | |
| **ROLE PURPOSE:**  The RRT-Deputy Emergencies TL leads Save the Children’s Rapid Response Team (RRT) in Mozambique and reports to the Head of Emergency Preparedness and Response, serving as their deputy. In this role, the post holder not only manages the operations of the RRT but also provides direct support to the Head of Emergencies in the strategic coordination of emergency responses across the country.  As deputy, the RRT-Deputy Emergencies TL is responsible for ensuring that the operational priorities of the emergency department are effectively implemented, stepping in to represent the Head of Emergencies during their absence, and providing leadership in the planning, execution, and monitoring of emergency responses. This includes representing Save the Children in high-level meetings with partners, donors, and government authorities, as well as facilitating integration between the RRT and other programs within Save the Children.  Operationally, the RRT Deputy Emergencies TL coordinates the RRT’s activities during deployments to areas affected by sudden crises nationwide, with a primary focus on Cabo Delgado. Responsibilities include representing Save the Children with external stakeholders during RRT deployments; supervising and providing guidance to the remaining five members of the RRT; conducting rapid needs assessments in Child Protection in Emergencies (CPiE) and Education in Emergencies (EiE); and coordinating and supporting MHPSS activities in the RRT’s target areas, ensuring compliance with donor requirements and Save the Children protocols.  The post holder also ensures close coordination with other programmatic teams within Save the Children to guarantee integrated responses, particularly in the areas of CP/MHPSS, family tracing and reunification (FTR), alternative care, and WASH. During periods without active RRT deployments, the post holder collaborates with the Head of Emergencies on strategic and operational tasks, including capacity building within the emergency team, designing disaster preparedness plans and simulations, and monitoring and analyzing humanitarian risks across Mozambique.  This role combines operational and strategic leadership, ensuring an effective humanitarian response aligned with Save the Children’s mission. | | |
| **SCOPE OF ROLE:**  **Reports to:** Head of Emergency Preparedness and Response  **Staff reporting to this position:** RRT Psychologist, RRT MHPSS Coordinator, RRT Case Management and EiE Coordinator, RRT Information Management Officer and RRT Logistics Officer  **Budget Responsibilities:** Delegated by the Head of Emergency Preparedness and Response  **Function dimensions:** As a key member of the RRT, the RRT-Deputy Emergency TL will deploy to areas newly affected by displacement, emergencies, or other humanitarian crises within 72 hours of a confirmed alert released by the humanitarian community. While the role will primarily involve working in Cabo Delgado, the post holder is expected to participate in rapid response activities in other regions of Mozambique as needed.  In addition to leading RRT operations, the RRT-Deputy Emergency TL will act as the principal deputy to the Head of Emergency Preparedness and Response. This entails assuming leadership responsibilities in the absence of the Head of Emergencies and ensuring the continuity of strategic decision-making and coordination across all emergency programs. The post holder will actively contribute to the design and implementation of emergency response strategies, support the alignment of RRT activities with broader organizational priorities, and provide high-level representation of SC in coordination platforms and discussions with external stakeholders, including government, donors, and humanitarian partners.  SC’s humanitarian work in Mozambique addresses challenges stemming from weather-related events (e.g., cyclones, floods, droughts) and conflict, focusing on child protection, child rights governance, education, health, livelihoods, nutrition, and WASH. The RRT-Deputy Emergency TL will collaborate closely with RRT members, other SC staff, consultants, and partners to ensure an integrated and effective response. Additionally, the role will require coordination with key SC teams such as Child Protection, Education in Emergencies, Health, and Nutrition to guarantee coherence and synergy across all humanitarian interventions. | | |
| **KEY AREAS OF ACCOUNTABILITY**  **Leadership and Coordination**   * Provide operational and strategic leadership to the RRT, ensuring effective team coordination during all phases of deployment, including preparation, rapid needs assessments, planning, and response execution. * Act as Deputy to the HEPR, assuming their responsibilities during absences or when delegated, including leading national-level emergency coordination, decision-making, and representation of Save the Children in strategic forums. * Represent Save the Children in high-level engagements with government authorities, donors, UN agencies, and humanitarian partners, ensuring that children's needs remain at the forefront of response efforts.   **Emergency Response Management**   * Deploy within 72 hours to crisis-affected areas, with a primary focus on Cabo Delgado, to lead integrated humanitarian responses addressing needs in Child Protection, MHPSS, Case Management, EiE, and other key sectors. * Lead the Rapid Need Assessments focused on Child Protection and EiE. * Coordinate the integration of RRT activities with broader Save the Children programs, fostering synergies with sectors such as Health, Nutrition, and WASH to deliver a comprehensive response. * Monitor and manage the safety, security, and well-being of the RRT during deployments, in collaboration with the HEPR and Country Security Manager, and negotiate access to intervention areas as needed.   **Strategic and Operational Support as Deputy**   * Support the HEPR in developing and refining emergency preparedness and response strategies, including emergency preparedness plan, contingency planning, risk analysis, and the design of disaster simulations to enhance readiness. * Contribute to the strategic oversight of all emergency responses, ensuring alignment with Save the Children’s global and country-level priorities and compliance with donors requirements. * Strengthen operational efficiency by overseeing the development of team work plans, ensuring timely follow-up on deliverables, and addressing challenges proactively. * Play a key role in inter-agency coordination efforts, representing SC in national and regional forums and advocating for evidence-based, child-focused interventions.   **Operational and Financial Oversight**   * Ensure effective management of program resources, including coordinating logistics, procurement, and financial reporting for RRT deployments. * Approve expenditures and cash advances incurred during field activities, ensuring alignment with SC policies and donor requirements. * Maintain oversight of program supplies, coordinating with logistics teams to ensure timely procurement and distribution.   **Team Capacity Building and Mentorship**   * Mentor SC staff and local partners, providing technical guidance on emergency preparedness and response. * Lead capacity-building initiatives for SC staff and community-based structures, ensuring the integration of psychosocial support and case management into broader emergency responses. * Organize and deliver training sessions on essential topics, such as child safeguarding, and needs assessment methodologies, to enhance team and partner capabilities.   **Monitoring, Reporting, and Accountability**   * Ensure the timely and accurate collection of data on RRT activities, working closely with the MEAL team to maintain quality standards and accountability mechanisms. * Contribute to donor and internal reporting, ensuring that program achievements, challenges, and impact are clearly communicated. * Develop advocacy messages based on the findings of RRT interventions, highlighting critical gaps in child protection, education, and mental health services.   **Child Safeguarding and Program Integration**   * Uphold and enforce Save the Children’s Child Safeguarding Policy, ensuring that all interventions prioritize the safety, dignity, and rights of children. * Promote the integration of MHPSS, Child Protection, and Case Management services with other programmatic components, particularly FTR (Family Tracing and Reunification), alternative care, and WASH. | | |
| **BEHAVIORS (Values ​​in Practice)**  **Responsibility:**   * Takes responsibility for making decisions, managing resources efficiently, achieving and modeling Save the Children values, * Fulfill your responsibilities by taking the freedom to do so in any way you see fit, providing the necessary development to improve performance and taking responsibility when results are not achieved.   **Ambition:**   * Set ambitious and challenging goals for yourself, taking responsibility for your own personal development and encouraging colleagues to do the same. * He broadly shares his personal vision for Save the Children. * Engage and motivate others, * future-oriented and thinks strategically and on a global scale.   **Collaboration:**   * Builds and maintains effective relationships with colleagues, members and partners. * Values ​​diversity, sees it as a source of competitive strength. * Approachable, good listener and easy to talk to.   **Creativity:**   * Develops and encourages new and innovative solutions. * Willing to take disciplined risks.   **Integrity:**   * Honest, encourages openness and transparency; demonstrates the highest levels of integrity. | | |
| **QUALIFICATIONS**   * Bachelor's degree in Social Work, Human rights, Law, Psychology, Engeniering, Education, International Relations, Development Studies or similar, or equivalent field experience. | | |
| **EXPERIENCE AND SKILLS**  **Essential:**   * Minimum of 6 years of humanitarian or emergency response experience, with a strong focus on child protection and psychosocial support in complex, fragile, and emergency contexts. * Proven expertise in leading and managing integrated humanitarian programming, with the ability to coordinate across multiple sectors (Child Protection, MHPSS, Education, Health, Nutrition, WASH). * Deep understanding of humanitarian principles and how to effectively apply them in volatile environments. * Strong leadership experience, including team coordination and managing large, multi-functional teams in challenging field conditions. * Extensive experience in Child Protection, including the design and implementation of child-centered programming, particularly in emergency and early recovery settings. * Advanced knowledge of international child protection standards and guidelines, including the Inter-Agency Guidelines on Separated and Unaccompanied Children, the Paris Principles, MRM, and the Minimum Standards for Child Protection in Humanitarian Action. * Expertise in providing technical leadership on psychosocial support (PSS) for children and families in emergencies, ensuring services are integrated within broader emergency responses. * High-level strategic thinking and ability to analyze complex, context-specific child protection issues to inform programmatic responses. * Strong negotiation and representation skills, with experience engaging with high-level government officials, donors, UN agencies, and humanitarian partners. * Strong planning, coordination, and organizational skills, with a proven track record of managing complex, multi-faceted projects, often with limited resources and in remote locations. * Demonstrated ability to work autonomously, adapt quickly to changing contexts, and maintain a high level of initiative and decision-making ability under pressure. * Fluent in Portuguese (native speaker) and English, with excellent written and verbal communication skills in both languages. * Advanced computer skills, including proficiency in MS Office (Word, Excel, PowerPoint), and experience with data management systems relevant to emergency response. * Commitment to Save the Children’s core values, including child safeguarding and the promotion of children’s rights in all humanitarian interventions.   **Desirable:**   * Experience in setting up and managing Child Friendly Spaces (CFS) and providing child protection in emergencies, ensuring quality standards and child participation. * Experience in conducting qualitative data collection, including focus group discussions and semi-structured interviews, to inform needs assessments and program design. * Knowledge of the humanitarian and child protection response frameworks in Mozambique, particularly in relation to displaced populations and crisis-affected areas. * Experience in community-based approaches, including working with local structures and strengthening accountability systems to ensure community participation in response planning**.**   **KEY COMPETENCIES**  **Delivery of Results**  Take personal responsibility and hold others accountable for achieving our ambitious goals for children, continually improving your own performance or that of the team/organization.  **Application of technical and professional knowledge**  Applies the necessary technical and professional knowledge to the highest standards; promotes and shares best practices within and outside the organization.  **Work effectively with others**  Works collaboratively to achieve shared goals and thrives on diversity of people and perspectives; knows when to lead and when to follow and how to ensure effective cross-border working.  **Communication with impact**  Communicates clearly and confidently with others to engage and influence; promotes dialogue and ensures timely and appropriate messaging, building trust and confidence with others. | | |
| **Additional job responsibilities**  The duties and responsibilities set out above are not exhaustive and the role holder may be required to perform additional duties within reason of their level of skills and experience. | | |
| **Equal opportunities**  The role holder is required to perform duties in accordance with SCI's Equal Opportunity and Diversity policies and procedures. | | |
| **Child Safeguarding:**  We need to keep children safe so that our selection process, which includes rigorous background checks, reflects our commitment to protecting children from abuse. | | |
| **Security and Protection**  The role holder is required to perform duties in accordance with SCI Safety and Security policies and procedures. | | |
| **JD prepared by:** Carlos Peñalver | | **Date:** 12 December 2024 |
| **JD approved by:** | | **Date:** |
| **Updated by:** | | **Date:** |
| **Rated:** | | **Date:** |