

TITLE: Climate Change Specialist	
TEAM/PROGRAM: Program Development, Quality and Impact (PDQI)	LOCATION: Phnom Penh with travel to the field as needed
GRADE: 2	CONTRACT LENGTH: TBC
<p>CHILD SAFEGUARDING: 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 they work country programs; or are visiting country programs; or because they are responsible for implementing the police checking/vetting process staff.</p>	
<p>ROLE PURPOSE:</p> <p>Children have done the least to cause climate change but are most affected by it. Addressing the impact of the climate crisis on children is a major priority for Save the Children across our programming, advocacy, partnerships, and operations. We have a growing network of climate experts and a growing climate portfolio across the world. Cambodia is a priority country given the impacts of the climate crisis on children and their families, and our evolving programming priorities in the country. SCI Cambodia is looking for an experienced expert in climate change impacts and adaptation, with a commitment to children’s rights, who can use their in-depth contextual understanding, technical expertise, and relationship-building skills to define and deliver our strategic ambition for Climate Change in Cambodia and ensure that all of our climate change programming, especially in the areas of Education, Livelihoods, and Child Protection is of excellent technical quality and contributes significantly to Save the Children’s strategic objectives.</p> <p>In the event of a major humanitarian emergency, the role holder will be expected to work outside the normal role profile and be able to vary working hours accordingly.</p>	
<p>SCOPE OF ROLE</p> <p>Reports to: Head of Program Development, Quality and Impact</p> <p>Staff reporting to this post: No direct reports but are expected to provide coaching and mentoring support to operational and other technical colleagues and local partners.</p> <p>Role dimension: The role is expected to foster relationships with a wide range of internal and external stakeholders, including Save the Children members around the world, across the country office departments, country/regional/global advisors/specialists, technical counterparts in other organizations, national government, and donors. The role is also expected to engage with internal and external technical working groups and communities of practice to ensure a strong representation of the Cambodia Country Office.</p>	
<p>KEY AREAS OF RESPONSIBILITY:</p> <p>The role will:</p> <ul style="list-style-type: none"> • Provide technical leadership and advice to our Country Office teams whilst building their capacity on the design and implementation of child-focused climate change programming. • Support the generation of evidence to demonstrate impact, while promoting and supporting learning across our programs, teams, and partners. • Support driving strategic partnerships for new business development, helping to position Save the Children as a leading Child Rights organization on climate resilience in Cambodia whilst building ownership, agency, and engagement of local organizations and child-led initiatives. • Undertake external representation, advocacy, and influence on priority issues in Cambodia, including engaging children in climate change initiatives and embedding climate resilience activities in education systems, among others. • Represent the organization at national and regional policy dialogues on climate change and disaster risk reduction. 	

- Build and maintain relationships with key stakeholders in the Cambodian government, civil society, academia, and the private sector.
- Contextualise Save the Children's localization agenda through exploring and building locally-led adaptation solutions with active local community-based approaches.

Strategy & Technical Leadership:

- Lead and collaborate with others to develop and support the operationalization of a national regulatory and policy framework on child-focused climate resilience, with explicit linkages to other thematic and cross-thematic sectors.
- Support the design of the country's strategic plans and thematic strategies (program and advocacy), ensuring alignment to Save the Children's regional and global thematic priorities and technical steers.
- Contribute to the development of legal and regulatory frameworks for climate change mitigation and adaptation, disaster risk reduction, and environmental safeguarding.
- As a member of the country office's Innovation Hub, stimulate innovative actions for climate resilience in Cambodia, introducing best practices from within and outside the organization, and building on our existing portfolio, experience, and comparative advantage.
- Internally, represent the Cambodia country office for SC's global initiatives on the Climate Crisis and contribute to the global SC work on climate change by sharing country experiences, practices, and results, as well as thematically guide and negotiate climate resilience inputs into strategic documentation, policies, and guidance (including integration and mainstreaming into other sectors) when and where appropriate.
- Contribute to Anticipatory Action and using climate services to inform programming.
- Support country offices, partners, and government stakeholders on the development and implementation of preparedness activities.
- Externally, liaise with Cambodian government agencies (Ministry of Environment, National Committee for Disaster Management, Ministry of Education, Youth and Sports, National Social Protection Council, Ministry of Social Affairs, Veterans, and Youth Rehabilitation, etc.) on developing and implementing child-focused climate change and disaster risk management policies and strategies.

Technical Capacity Building & Mentoring:

- Provide contextualized, hands-on, demand-driven technical support for country stakeholders, especially key partners and government ministries.
- Support the recruitment, technical onboarding, and ongoing professional development of CO climate-focused focal points and experts, including capacity building and mentoring; identify top talents and capacity gaps and facilitate opportunities for learning.
- Facilitate cross-country learning between experts in the Southeast Asia region and the Middle-Income Country Unit (MICU), and identify creative ways to share learning and best practices and collectively address challenges.
- Support other country office technical experts in understanding and contextualising climate resilience guidance for their thematic areas for integrated programming.

Resource Mobilization & Program Design:

- Work closely with New Business Development colleagues to serve as the technical lead on key strategic climate funding opportunities, including but not limited to scoping, capture planning, and positioning with key donors.
- Together with the PDQI and Programs teams, fashion high-quality, competitive climate programs (development or humanitarian), incorporate best practices, evidence-based solutions, and innovation, and ensure that a child rights-based approach is reflected with a strong focus on meaningful and equitable child participation.
- Bolster a system-strengthening approach that supports working in collaboration and partnership with governments and local partners and working towards impact, scale, and sustainability.
- Actively participate in design workshops, assessments, team writing assignments, and other proposal processes as needed/requested.
- Support the country office in developing and implementing a fundraising strategy to secure resources for the organization's climate change and disaster risk reduction programs in Cambodia.

- Build partnerships with other organizations to leverage resources and expertise for fundraising and program implementation.

Technical Assistance & Quality Assurance:

- Provide technical guidance to the program implementation teams to ensure that climate resilience program components are technically sound and implementation methods are consistent with national strategies, global evidence, and best practices. They are likely to achieve scale, as well as equitable and sustainable results.
- Support the design and operationalization of Save the Children's quality benchmarks and key performance indicators and work with SCI Cambodia's Research, Evaluation, Accountability, Learning and Monitoring (REALM) team to conduct quality monitoring against international standards.
- Undertake field visits to project sites; work with implementing partners to understand impacts and operational challenges and continuously identify opportunities for learning and improvement.
- Support the development of emergency preparedness plans and conduct sectoral assessments (including gender and disability analyses, using SC assessment processes and tools) to design and deliver emergency response and recovery programs.
- Provide technical support on the research and analysis of relevant climate change and disaster risk issues, preparing evidence-based policy briefs and recommendations.

SKILLS AND BEHAVIOURS (our Values in Practice)

Accountability:

- Holds self-accountability for making decisions, managing resources efficiently, and achieving and role modelling Save the Children values.
- Creates and applies measures and metrics to track performance.
- Holds others accountable for achieving results and challenges underperformance.
- Demonstrates financial awareness and concern for cost-effectiveness.

Ambition:

- Establishes clear and compelling objectives with teams and individuals and monitors progress and performance.
- Maintains both a broad strategic perspective and an awareness of the details of a situation.
- Widely shares their personal vision for Save the Children and engages and motivates others.

Collaboration:

- Enables people from a wide range of backgrounds and perspectives to contribute to positive outcomes.
- Breaks down silo working and challenges behaviours that are not collaborative.
- Knows when to follow and when to lend leadership to strengthen other leaders.
- Recognizes when trust is broken and seeks to resolve conflict and re-establish trust.
- Actively shares knowledge and experience with others.
- Builds and maintains effective relationships with their team, colleagues, members and external partners and supporters.
- 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.
- Shows awareness of their strengths and limitations and actively takes responsibility for their own development.
- Seeks out feedback to understand areas most in need of improvement.

QUALIFICATIONS

- Master's degree in climatology, natural resource management, development studies, geography, economics, or other relevant subjects.

EXPERIENCE AND SKILLS

Essential:

- A minimum of five to seven years of experience in leading the design/creation and implementation of a climate change strategy, demonstrating the ability to identify and prioritize necessary steps toward an ambitious goal.
- Excellent analytical skills especially on social aspects and the impact of climate change on children
- Experience in designing and writing proposals, monitoring and evaluating development programs that build resilience to climate shocks with a focus on children.
- Sound understanding of major issues in Cambodia related to climate change, nexus agenda between humanitarian and development, and action learning/adaptation of programming.
- Significant experience in training, capacity building, and mentoring colleagues and staff with different backgrounds and expertise.
- Experience in building networks, resulting in securing new partnerships and funding opportunities.
- Excellent written and verbal communication skills to motivate, influence, and negotiate both internally and externally – including in English.

Desirable:

- Willingness and ability to dramatically change work practices and hours, and work with incoming surge teams in the event of emergencies.
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- A full appreciation of the value of cooperation, both internationally and within a team environment
- Understanding of Save the Children’s vision and mission and a commitment to its objectives and values.

KEY COMPETENCIES

Technical competencies:

- Designs and implements evidence-based programs/projects.
- Develops, implements, and strengthens capacities to advance climate change adaptation, mitigation, child rights, and child-sensitive analysis, gender equality, and disability inclusion in program implementation and development.
- Develops and applies practical and innovative CC tools and resources.
- Advocates for climate financing and child/youth sensitive policy.

Generic Competencies

- *Being the Voice of Children:* Promotes evidence-based policy and public engagement that includes the voices of children and their communities.
- *Advancing Equality & Inclusion:* Displays a commitment to ensuring everything we do considers the most deprived and marginalized children.
- *Building & Strengthening Partnerships:* Promotes working with diverse partners as critical to delivery.
- *Child Rights:* Promotes the rights of children in their own work and in work with colleagues and peers

Additional job responsibilities

The duties and responsibilities as set out above are not exhaustive, and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience.

Equal Opportunities

The role holder is required to carry out the duties in accordance with the SCI Equal Opportunities and Diversity policies and procedures. In addition to the core role, s/he will also be expected to contribute to promoting gender equality, diversity, equity, and inclusion within the Country Office, including in the workplace and in all aspects of work within the role where possible.

Child Safeguarding and Gender

In keeping children safe, Save the Children’s recruitment process includes rigorous background checks, reflecting our commitment to the protection of children from abuse.

Contribute to promoting gender equality, diversity, equity, and inclusion within the Country Office, including in the workplace and in all aspects of work within the role where possible.

Safeguarding our Staff:

The post holder is required to carry out the duties in accordance with the SCI anti-harassment policy.

Health and Safety The role holder is required to carry out the duties in accordance with SCI Health and Safety policies and procedures.	
JD written by: Christine Fernandes	Date: 8 January 2024
Evaluated by: Britto, Melanie Regional HRIS and Compensation Manager, Human Resource	Date: February 2024
JD agreed by: Hong Reasmey, Country Director	Date: 15 Feb 2024
Read and agreed by staff:	Date: