



*Global Initiative to*  
**End All Corporal Punishment  
of Children**

## **Global Initiative to End All Corporal Punishment of Children Coordinator**

Full-time (35 hours per week)

Salary: £60,000 p.a. + 6% pension contribution

Holidays: 28 days + UK public holidays

Permanent contract, subject to funding

### **About the Global Initiative**

The Global Initiative to End All Corporal Punishment of Children

([www.endcorporalpunishment.org](http://www.endcorporalpunishment.org)) aims to act as a catalyst to encourage more action and progress towards ending all corporal punishment of children in all continents; to encourage governments and others to "own" the issue and work actively on it, and to support national campaigns with relevant information and assistance. The context for all its work is implementation of the UN Convention on the Rights of the Child. Its aims are supported by UNICEF, UNESCO, human rights institutions, and international and national NGOs.

The Global Initiative is administered by the Association for the Protection of All Children (APPROACH) Ltd, a UK-registered charity and company.

Since its launch in 2001, the Global Initiative has built and maintains a detailed map of the legality and prevalence of corporal punishment in every state and territory worldwide; it has also mapped and monitors active campaigns to prohibit and eliminate corporal punishment, and collects and analyses research conducted on the issue. It systematically briefs six UN Treaty Bodies, the Universal Periodic Review and regional human rights mechanisms before their examination of states' reports, and has thus increased the human rights pressure on states to prohibit and eliminate violent punishment, promoting a stream of explicit recommendations from Treaty Bodies and the UPR. It also works directly with governments and national campaigners to encourage action and offer support in implementing recommendations made.

An independent evaluation of the Global Initiative, conducted in 2015, found its influence at the global level "unquestionable". The Global Initiative's advocacy methodologies were found to be "especially innovative", having "contributed to acceptance among human rights bodies and many organisations, and growing acceptance among governments, that prohibition and elimination of all violent punishment of children is a fundamental right and a status issue for children, not only a child protection issue", and having "highlighted the urgency of prohibition

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Registered office as above | Registered in England and Wales number 2354395 | A registered charity number 328132

and elimination, making the issue visible and giving it a higher international profile". For further information please see the report of the evaluation, available at <http://endcorporalpunishment.org/about/about-us.html>.

APPROACH has a turnover of around £350,000-£400,000 per year. It is governed by a Board of Trustees and currently comprises seven staff:

- Advocacy and Communications Officer (full-time)
- Africa Project Coordinator (part-time)
- Faith-based Advocacy Coordinator (part-time)
- Legal Research Officer (full-time)
- Office Manager (full-time)
- Operations Coordinator (part-time)
- Research and Advocacy Officer (part-time)

The Africa Project Coordinator is based in Pretoria, South Africa. All other staff are London-based.

## About the role

The role of Coordinator has two aspects: providing overall leadership to the Global Initiative's advocacy for children's right to legal and effective protection from violent punishment in all settings of their lives, and providing leadership to the organisation, including overseeing the functioning of the charity, supporting staff, fundraising and acting as a key ambassador for the organisation.

You will be a skilled advocate with a deep commitment to children's rights and to the prohibition and elimination of all corporal punishment of children, including in the home. You will take a strengths-based approach, recognising and working with the organisation's major assets, which include a clear mission, proven successful advocacy tactics and a highly dedicated, skilled and self-motivated staff team with excellent supportive relationships. Your leadership will support and maintain the team's collegial and respectful working and decision-making style, prioritising values of respect, openness and collaboration.

As leader of a small organisation, you will be a skilled multi-tasker who is happy working at all levels. Working without executive support, you will hold an overview of and coordinate the work of all staff in the team. You will be equally at home speaking at high-level UN and other international events and managing the Global Initiative's day-to-day work, for example supporting advocacy work, contributing to funding bids and managing the budget. You will maintain a broad strategic overview of the Global Initiative's advocacy, partnerships and future, while at the same time engaging with the detail of the organisation's running.

The role is based in our London office and involves substantial international travel, for example to speak and give presentations at key UN meetings and international conferences.

## Job description

### Part 1: Advocacy

**Purpose:** To provide strategic direction and overall leadership to the Global Initiative's advocacy for prohibition and elimination of all corporal punishment of children worldwide.

#### Principal duties:

- Lead the development and implementation of the organisation's overall advocacy strategy, building on our proven success and continuing to develop our successful advocacy in strategic and innovative ways to further expand our impactLead the Global Initiative's high-level global advocacy, including playing a representational role to ensure visibility and engage proactively with leading figures and organisations in the field
- Oversee the drafting and dissemination of reports, briefings and other advocacy material produced by the Global Initiative, including the website and social media platforms
- Engage with and provide strategic technical advice to international and national actors working for the elimination of all corporal punishment of children in all settings
- Oversee the development of new areas of work, particularly our developing work to promote the implementation of prohibition

### Part 2: Leadership

**Purpose:** To ensure the charity's ongoing financial sustainability and good financial and operational management, as well as supportive management and supervision of all staff.

#### Principal duties:

- Maintain excellent rapport with funders and individual and institutional supporters of the Global Initiative, ensuring timely reporting and accountability towards collaborators at all levels
- Ensure the organisation's financial security and oversee development and implementation of a fundraising strategy, including identifying new funding streams to diversify our funding base
- Ensure good financial management of the charity and compliance with UK charity law, including supporting preparation for the annual accounts and audit
- Manage all staff and provide mentoring, support and supervision
- Ensure effective coordination and communication within the team
- Oversee administrative and human resource systems
- Service the APPROACH Ltd Board of Trustees
- Other duties as appropriate within the spirit and purpose of the role

## Person specification

### Essential

#### Personal qualities

- Strong commitment to children's rights and to prohibition and elimination of all corporal punishment of children, including in the family home
- Strong commitment to working in a collegial and respectful style, building good relationships with the staff team and to values of respect, openness and collaboration

- Comfortable working at all levels, ranging from high-level advocacy to supporting the team's day-to-day work
- Proven use of a strengths-based approach to leadership, recognising and working with the organisation's major assets

### **Skills**

- Proven ability to think and work strategically and innovatively
- Excellent proven oral and written communication skills in English
- Excellent presentation skills suitable for high-level meetings
- Proven effectiveness in fundraising
- Excellent interpersonal skills and the ability to build and maintain respectful relationships, both internally and externally
- Ability to multi-task, meet deadlines and prioritise, and to carry out the role successfully without executive support
- Excellent attention to detail
- Competence with IT, including Microsoft Office

### **Knowledge**

- Thorough knowledge of international human rights system and of human rights advocacy at UN, regional and national levels
- Knowledge of the latest developments within the international child rights community, including the Sustainable Development Goals and the emerging opportunities to increase strategic advocacy to end violence against children at all levels
- Well-connected with key players in the international children's rights field, or able to speedily develop these connections

### **Experience**

- Minimum 7 years' experience of leadership and management at a senior level
- Minimum 10 years' experience of advocacy for children's rights or work in a related field
- Experience of developing and managing departmental or organisational budgets

### **Other**

- Ability to travel internationally several times a year
- Candidates must have the right to work in the UK at the time of application.

### **Desirable**

- Knowledge of UK charity law
- Fluency in Spanish, French, Arabic, Russian or another second language
- Knowledgeable of and engaged with IT

## **How to apply**

Please fill in all sections of the application form available at [www.endcorporalpunishment.org](http://www.endcorporalpunishment.org) and return it to [elinor@endcorporalpunishment.org](mailto:elinor@endcorporalpunishment.org) by **9am on Tuesday 23<sup>rd</sup> May 2017**. Please note that only candidates who are shortlisted for interview will be contacted.