



ABOUT LUMOS

Lumos is an international children's charity founded in 2005 by children's author J.K. Rowling to end the harmful practice of institutionalisation of children. Lumos' mission is to fight for every child's right to a family by transforming care systems around the world. Our vision is for all children to grow up in safe and loving families.

Despite clear evidence of the harms of institutionalisation, an estimated 5.4 million children worldwide continue to live in institutions. Separated from their families and communities, these children are deprived of the love, attention and opportunities they need to thrive. We've made important progress in closing harmful institutions and reuniting children with their families. And where children are unable to live with their birth families, we promote alternative family-based care, such as kinship care and quality foster care. Thanks to our tireless efforts alongside many other champions of care reform, the harms of institutionalisation are now more widely understood. A global movement is underway and the UN, the EU and some large development agencies have joined individual countries in pledging to change how they care for vulnerable children. We are committed to ensuring that global policy commitments are translated into local action, leading to sustainable change for vulnerable children.

Encouragingly national governments and major stakeholders are increasingly committing to transition away from harmful institutional models of care. However, many lack the know-how to develop holistic alternative solutions which support family and community-based care and it is not possible for Lumos and others in our sector to work directly in every country.



After a year in a institution, Lumos helped Diana and her sister unite with her grandparents in Colombia. They are now both happy and thriving from family love and care.



Over the past 15 years Lumos has worked directly in different countries around the world to demonstrate that it is possible to change systems of care and fulfil children’s rights. Building on our heritage and direct experience of systems reform, our new strategy focuses on sharing learning with others to reach more children and amplify the impacts of our work on children’s lives. Our new strategy for 2021-2023 has three priorities:

Building Global Expertise: We’ll use our knowledge and experience to support those responsible for reforming care systems in their own countries. This will include providing technical support, evidence and guidance to help design and run better care systems, as well as learning exchanges where they can share experiences and challenges.

Catalysing Change: We’ll use evidence to motivate and press governments to reform the way they care for children. This will involve leading targeted research and advocacy campaigns to identify and tackle the drivers of institutionalisation, promoting accountability by tracking and highlighting progress, and influencing international funding, programmes and policy.

Demonstrating & Innovating: Building on our heritage of successful programmes showing how care systems can be reformed, we’ll use what we’ve learnt in the past to support partners with their own reform efforts. Over the next two years, as we complete our current country demonstration work in Eastern Europe, we’ll identify programmes in new regions – building expertise and evidence of what good care reform looks like in new and challenging contexts, particularly for those children that typically get left behind.

Leveraging its extensive experience and expertise, Lumos has restructured as a **global centre for systems change**. Working in collaboration with strategic partners to provide remote targeted support, technical advice and training, the global centre for systems change will help to build the capacity of national governments and other major stakeholders to lead safe, sustainable and system-wide reform. This will allow Lumos’ work to benefit more children and families and achieve an impact greater than the sum of its parts.

A director is now required to lead the transition into the global centre for systems change:

Job Description

Job Title:	Director of Global Systems Change
Reporting to:	Chief Executive Officer
Location:	Flexible (pay will be based on a UK equivalent salary of £80,000)
Team Reports:	Remote Support and Technical Advice Partnerships and Learning Child and Youth Participation



The Global Director of Systems Change will report to the Chief Executive Officer and will be responsible for delivering the following key objectives:

Key Objectives

- Form and lead the Global Systems Change Group to develop and deliver the new systems change strategy.
- Strategically position childcare reform and Lumos in the international development sector with both governments and non-government partners, to advance regional and national initiatives aimed at fulfilling children's rights.
- Develop the technical capacity, tools and materials to influence and drive systems change globally and nationally. Creating frameworks and guidance that can be adapted in different contexts.

Additional Objectives

- Deliver targeted technical advice and remote support to national governments, NGOs and national systems leaders.
- Build strategic partnerships with influential intermediary organisations.
- Oversee the design and development of digital resources and learning exchange (learning products – toolkits; guidance; training; peer-to-peer exchange; study visits; and learning events) to support the adoption of care reform.
- Systems change support.
- Development of a child and youth participation model, ensuring it is placed as a core component of technical advice to enable others to replicate quality participation.
- Build a network of relationships with sectors relevant to care reform for children, such as health, education and early childhood development, to promote holistic reform approaches.
- Work closely with the Evidence, Advocacy and Campaigns Group to share learning and build on expertise.
- Work alongside the Demonstration Programmes Group to ensure that Lumos' systems change approach can inform, and be informed by, innovative demonstration programmes.
- Collaborate with fundraising colleagues to secure and effectively deliver on grants and develop and report on income generation opportunities.
- Ensure the Global Systems Change Group contributes to, understands and implements the organisational safeguarding strategy, and risks are managed effectively.
- Work with the Executive Leadership Team towards the delivery of Lumos' long-term strategic plan.
- Other regular management tasks as reasonably required as a Director in Lumos

Person Specification

Essential Criteria

- Influential and charismatic leader with proven success at developing strategic relationships that can lead to transformational change for children.
- Experienced at managing significant strategic relationships both internally and externally, able to comfortably operate with colleagues from different disciplines, sectors and contexts.
- Experienced and empowering people manager within a culturally diverse, international organisation.



- At a minimum, knowledge of the field of transforming care and child rights. Disability and international development and knowledge of some of the key actors in each of these fields would also be advantageous.
- Experience of delivering complex long-term programmes to high quality standards and within budget.
- Designing programmes to support children, families and communities with a complex range of needs, including children with disabilities.
- Proven knowledge and experience of delivering and upholding child protection and safeguarding principles.
- Experience of child participation in the development of programmatic work.

Useful Criteria

- Ambition to scale up our work for global delivery.
- Proven track record of translating – often highly technical – evidence, expertise and knowledge into capacity building initiatives for a broad range of practitioners.
- The personal authority and credibility to command wide respect and confidence within global governments, organisations, NGO's.
- Commitment to children's rights and social justice.
- Passion for our mission and drive to deliver our new system change strategy.
- Fluent in written and verbal English.
- Fluency in a language other than English would be desirable.

General Safeguarding statement

Lumos recognises that the rights of safety and security are aligned with its core mission of ending institutionalisation. Effective and robust safeguarding sit at the heart of our mission and values, and accordingly, Lumos is committed to ensuring the safety and protection of children and vulnerable adults in all its work. We expect all staff, associates and volunteers to share this commitment. Lumos will carefully screen all applicants and any offers of employment are subject to appropriate employment and background checks, as well as suitable references from previous employers.

Lumos is committed to ensuring the safety and protection of children and adults at risk in all of our work. All staff and associates must:

- Carry out all duties with an awareness and understanding of the Safeguarding requirements within the area of responsibility.
- Ensure work complies with all safeguarding policies and procedures that apply to the role.
- Ensure that their behaviours and actions support the safeguarding of children, young people and adults at risk as appropriate.

Additionally, the Global Director of Systems Change is expected to:

- Ensure organisational safeguarding strategies reflect statutory requirements and best practice.
- Ensure these are understood and implemented within the area of responsibility.
- Create a proactive and positive Safeguarding Culture.
- Ensure that the organisation meets its statutory Safeguarding requirements.



- Ensure that strategic risks are effectively managed

Equality, Diversity and Inclusion Statement

Lumos is wholly committed to equality, diversity and inclusion and against all forms of discrimination. We are committed to creating and sustaining a positive working environment that encourages, supports and gives a voice to all, so that we can best support the children we serve. We must ensure that all staff are equally valued, included, empowered and respected across the organisation and in everything we do. Lumos is fundamentally built on diverse, multi-national and multi-cultural teams. This is something we cherish as a key strength and an integral part of our identity. Our organisation values and celebrates the diversity, culture and experience of each member of staff, provides equality of care, and support to everyone.

We pledge to listen carefully, to educate ourselves continually, to promote open dialogue, and to seek out and deal with discrimination and prejudice wherever it occurs in Lumos.

Our Values

Children are at the heart of everything we do. Every child needs love and care in order to flourish – and we're proud that this is reflected in the values we hold within our organisation. We want to see all children grow up in safe and loving families. Our core values drive us forward in our vision, underpin

every aspect of our work and strategy and are critical to helping us maintain a thriving and effective organisation. By making sure every individual feels valued and empowered, we can bring about the very best outcomes for the children we serve.

- We embrace COLLABORATION
- We strive for EXCELLENCE
- We show RESPECT
- We always CARE
- We are PASSIONATE

WE ARE LUMOS

How to apply

Please send a letter of application stating the skills and approach that you would bring to the post with your CV/resume (no photos) in strict confidence by email only to Karem Armstrong at karem@darylupsall.com. Please ensure that they are sent as Word or PDF documents with the titles "your name cover letter" and "your name CV" Please put "Lumos – Dir Global Systems Change" in the email subject line.

A full applicant's pack with more information and diversity and inclusion and safeguarding policies is available upon request.

Contact person: Karem Armstrong



Response email: [Click here to email the recruiter](#)

Website: www.wearelumos.org

Preferred method of response: Any

Closing date: 20/06/2021 (day/month/year)

