

Better Care Network (BCN)**A Project of Tides Center****Job Title: Senior Advisor, Evidence and Learning****Reports to: Executive Director****FLSA Status: Exempt****Prepared date: 14th May 2025****ABOUT BCN**

The Better Care Network (BCN) is an interagency initiative that facilitates global information exchange and collaboration among the growing number of organizations, governments, community groups, and individuals working to strengthen children's care around the world. BCN's core purpose is to inform and influence global action for children without adequate family care and, as a dynamic interdisciplinary global network of organizations and individuals, share learning from the global to the local level to generate momentum and drive systemic change.

Today BCN is recognized as the preeminent global information hub and convener to influence action for children without adequate family care. The BCN website is the largest global collection of key research, tools, events and other documentation on issues related to strengthening family care and alternative care, designed to support academics, policymakers and practitioners alike. BCN convenes the Transforming Children's Care collaborative (TCC), established as the primary convening mechanism to facilitate sector wide and cross sectoral collaboration to advance children's care.

POSITION SUMMARY

The BCN Senior Advisor, Evidence and Learning plays a lead role in supporting BCN's work to identify, capture, and share learning and evidence on children's care and care reform globally. The Senior Advisor works with members of the network and the Transform Children's Care collaborative (TCC) to support data collection, learning, and collaboration on system level change, to facilitate shared learning through BCN's knowledge platforms, and to ensure that BCN's work is supported by a strong organizational learning strategy and monitoring framework that underpin its approaches and impact.

This position requires maintaining a strategic understanding of key global, regional, and country-level factors that support or impede the appropriate care and protection of children who are at risk of losing family care or are outside of family care, as well as identifying potential points of intervention. It also requires contributing to continuous learning and collaboration to support the generation and application of evidence to improve care systems, and to strengthen BCN's capacity to deliver on its role as the global hub of knowledge and convener for the care sector. As part of this role, the Senior Advisor takes a leading role on specific projects and representational and liaison activities, including inter-agency working groups, advisory panels and joint initiatives.

The Senior Advisor, Evidence and Learning works under the supervision of the BCN Executive Director and in close coordination with the BCN Senior Technical Adviser and the BCN Knowledge and Community Manager.

The post is an exempt position. Exempt employees are expected to work the appropriate and necessary time in order to complete key assignments and related tasks on schedule.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Strategic Learning and Evidence Use (60%)

- Lead on the development and implementation of an evidence and learning strategy for BCN to identify, capture, and share learning on children's care and care reform globally, and to promote an evidence based approach to programming, in collaboration with members of the network and the Transforming Children's Care collaborative.
- Support data collection, learning, and documentation of national care reforms with a focus on system level change and strengthening, to facilitate shared learning through BCN's knowledge platforms, including learning exchanges under the TCC.
- Support the development and maintenance of an evidence-based curated section of the BCN website, building on the work of the TCC Evidence For Impact Working Group and its Measurement Task Force.
- Co-convene and contribute to the Evidence for Impact WG to support and promote a more strategic evidence-based approach to children's care, including through the development of a global research agenda, dissemination of findings from research, and the use and development of shared measurement tools and indicators.
- Facilitate and contribute to the development of a global learning agenda on children's care by proposing and developing a range of tools and papers targeted at different audiences, to describe and improve good practice and standards in the field.
- Support monitoring of progress in the implementation of the commitments made by States and non-states actors under international standards, including under the new Global Campaign on Children's Care Reform, as well as their integration as part of other relevant commitments to address VAC and strengthen child protection systems.
- In consultation with the BCN Executive Director, the Senior Advisor takes a leading role on specific projects and representational and liaison activities, such as including inter-agency working groups, advisory panels, conferences and other events, and joint initiatives.
- Represent the organization in technical forums, working groups, and donor dialogues on children's care and evidence use.
- Build and maintain partnerships with research institutions, donors, and practitioners to advance a shared evidence base on care.

Knowledge Development & Dissemination (20%)

- Lead on the development of the BCN Newsletter, working closely with the BCN Knowledge and Community Manager to produce them, and collaborating with partners on joint editions.
- Lead on the development of Country Care Snapshots by collecting and entering relevant data, liaising with in-country partners, reviewing reports, and extracting key indicators from household surveys to produce or update Country Care Snapshots on the BCN website, working closely with the BCN Knowledge and Community Manager.

- Produce accessible educational and training tools, including online learning content such as e-courses, webinars, microlearning modules and toolkits to support effective dissemination of alternative care standards, good practices and lessons learned in the field, in collaboration with the BCN Executive Director and the Senior Technical Adviser.
- Lead or provide technical support on synthesis and sharing of evidence through briefs, learning products, and knowledge exchanges.

BCN organisational learning and M&E (10%)

- Monitor usage and effectiveness of learning and KM platforms.
- Develop metrics and tools to assess learning outcomes, platform performance, and knowledge utilization.
- Use analytics and feedback to drive continuous improvement.

Other Duties and Responsibilities (10%)

- Contribute to the development of BCN's strategic plans and reviews.
- Take an active role in fundraising, including proposal development, donor relations and grants management activities for BCN, in close coordination with BCN Executive Director.
- Participate in developing, implementing, and reporting on BCN's work plans and budget.
- Support other operational and administrative processes such as documenting activities and progress on deliverables, contributing to the writing of grant reports, and supporting team collaboration and coordination.
- Facilitate the development and management of organizational records and relevant databases.

EDUCATION AND EXPERIENCE

Required:

- Master's degree or equivalent in social work, child development, international development, public policy, or a related field.
- At least 8–10 years of experience providing technical advice, monitoring, evaluation, research, or learning roles, with a strong focus on children's care and child protection.
- Deep knowledge of children's care systems, including family strengthening, alternative care, and deinstitutionalization,
- A track record of conducting or overseeing research, evaluations and documentation of programmatic work in child protection and children's care.
- Demonstrated ability to turn evidence into practical guidance for programming and policy.
- Experience working with UN bodies, governments, NGOs, and other complex organizations
- Experience in proposal development and fundraising.

Desired:

- Extensive experience in developing, middle and low income countries on child protection and care reform for children, coupled with regional or global experience in advocacy, policy development, and research development.
- Experience collaborating with technical networks or professional communities of practice.

KNOWLEDGE, SKILLS AND ABILITIES

Required:

- Strong understanding of key issues in child rights, alternative care, and child protection at national, regional, or global levels.
- Experience working with governments, NGOs, and community organizations in care reform contexts.
- Proven ability to foster collaboration and coordination across organizations, networks, and multi-stakeholder initiatives.
- Strong communication, facilitation, and capacity-building skills.
- Proficiency with MEL tools and platforms, qualitative and quantitative analysis, and ethical research with children.
- Capacity to work independently and within a small team, demonstrating strong problem-solving and critical thinking skills.
- Excellent written and verbal communication skills, with the ability to engage effectively across diverse audiences and sectors.
- Competence in strategic planning and organizational development.
- Good skills in budgeting and financial management including the preparation of annual budgets and financial reports.
- Proven English writing and editing skills.
- Willingness and ability to travel up to 10-15% of the time (domestically and internationally).
- Ability to work remotely and outside of standard office hours, including evenings and weekends when required, to accommodate global collaboration.

Desired:

- Additional language skills; French or Spanish would be a particularly strong asset.
- Proficiency with data visualization, statistical analysis software, or knowledge management platforms.

ORGANIZATIONAL RELATIONSHIPS

| Contact | Frequency | Purpose |
|--|------------------|--|
| Executive Director | Daily, as needed | Report to the Executive Director and work closely with her/him to deliver on core functions |
| Senior Technical Adviser, Knowledge and Community Manager, Consultants & Contractors | Daily, as needed | Work closely with, coordinate and share relevant information with other team members, and oversee consultants & contractors for related work |
| Tides Human Resources | As needed | Coordinate human resource and team support needs |
| Tides Finance | As needed | Support financial processes and reporting |
| BCN Advisory Board and Member Organizations | As needed | Support network coordination and project collaboration |
| External Key Contacts (e.g., INGOs, donors) | As needed | Partnership development, knowledge exchange, and external communications |

PHYSICAL DEMANDS

This is primarily a desk-based role requiring minimal physical exertion. Occasional lifting of light materials (e.g., boxes of papers up to 15–20 pounds) may be required. The position involves constant use of a computer and standard office equipment such as printers and scanners. Periodic travel, including international travel across multiple time zones, may involve jetlag, long working hours, and limited rest.

WORK ENVIRONMENT

The Better Care Network (BCN) currently operates remotely. The post holder is expected to work from home with appropriate internet connectivity. A transition to a shared office environment may be considered at a later stage. Given BCN's global scope, work may occasionally require irregular hours, including early mornings, evenings, or weekends. Travel-related work will typically occur in hotel rooms, partner offices, or conference venues.