



**Position Title:** *Changing the Way We Care* Technical Director  
**Reports To:** *Changing the Way We Care* Executive Director  
**Employed By:** Maestral International

### **About *Changing the Way We Care***

*Changing the Way We Care* (CTWWC) will activate and amplify a global movement, operationalized at global, regional and country levels, to prevent children from entering institutions and to place institutionalized children in safe and nurturing families. The program addresses the substantial harm of institutional care to children’s development, protection, and well-being, and promotes positive outcomes for children through family-based care. Catholic Relief Services (CRS), Lumos, and Maestral International (the “consortium”) launched CTWWC in mid-2016 in response to a call for proposals by the MacArthur Foundation under its [100&Change](#) competition. CTWWC was recognized as a finalist in this competition, and while not ultimately selected as the final winner, the MacArthur Foundation made an initial commitment of \$15M award towards launching the initiative. A resource mobilization strategy is underway to raise funds to ensure the full program can be implemented.

CTWWC has three main components: (1) *Governments promote family care* through improvement and uptake of policies, investment in social workers, therapists, and other social service staff and the national and community systems that serve vulnerable children and families; (2) *Children stay in or return to families* through family strengthening that includes the voice of children, community engagement, and transitioning institutions to family support initiatives; and (3) *Family care promoted globally*, through global, regional and national advocacy to advance policies, best practices and redirection of resources by multi-lateral, bi-lateral, corporate, philanthropic, faith-based and secular organizations and individuals, increasing the demand from other countries to support family care. The global effort will use learning and evidence from CTWWC demonstration countries, as well as other countries going through similar reforms to influence policies and practice that leads to redirection of funding to support family care over institutions.

The CTWWC Global Team will be primarily based in CRS’ headquarters offices in Baltimore, Maryland, with some remote staff as needed. The CRS Baltimore-based global team will provide support to the demonstration countries as well as overall leadership for global CTWWC activities.

### **Job Background/Summary:**

The CTWWC Technical Director will be responsible for the overall design and articulation of CTWWC’s approach to care reform for children. S/he will oversee the Consortium’s technical assistance and training activities globally, regionally and in the demonstration countries, providing direction and guiding implementation in the following areas: policy development and strengthening, public sector and stakeholder coordination, capacity development and skill building, programs and services, case

management (assessment, referral and monitoring), participation of children, youth and families as well as care leavers, the social service workforce, institutional transition strategies, public expenditure and resource mobilization, and related areas. S/he will also oversee the development of CTWWC's technical tools and resources and capacity building support, and will manage activities to distill lessons being learned from CTWWC country activities of relevance at the global and regional levels.

Much of the related technical assistance, training and research will be provided by short-term advisors retained by CTWWC. The Technical Director will identify, recruit and supervise these advisors, and will ensure that the approach is coordinated at the global, regional and country levels. The Technical Director will work in coordination with other key CTWWC staff, including those managing advocacy, behavioral change communications, and monitoring/evaluation/learning. S/he will also be the focal point for linking the technical work in the demonstration countries to CTWWC's regional and global advocacy and communications efforts.

### **Overall Responsibilities:**

Responsibilities include:

- Provide general oversight of CTWWC's "putting evidence to practice" objectives to reach the project's overall objectives, in alignment with technical excellence and global best practice;
- Develop and oversee implementation of CTWWC's technical assistance and training strategies for each demonstration country, regionally and globally, working in close coordination with government and non-governmental stakeholders and other key partners;
- Identify opportunities for building and leveraging existing programs and key stakeholders in CTWWC demonstration countries, and design technical programs that can build on and intentionally link with those opportunities; further, ensure that CTWWC is in conformity with (and/or can influence the development of) relevant national policies, legislation and regulation;
- Identify, recruit and supervise qualified individuals with technical expertise who may be available for short and long-term assignments, and prepare Terms of Reference or equivalent for the work they are undertaking;
- Develop and support implementation of quality control mechanisms for CTWWC technical assistance and training, including child safeguarding, workforce supervision, etc.;
- Develop effective and collaborative working relationships with key clients, including GDA counterparts and colleagues, strategic partners, and stakeholders, developing a 'community of practice,' and continually promote effective collaboration, outstanding client service and technical leadership;
- Review technical tools available for CTWWC's activities, identify gaps in those tools, and develop and implement a plan for CTWWC's to address those gaps, including development of adapted or new tools where relevant;
- Work with the CTWWC's Monitoring, Evaluation, Accountability and Learning (MEAL) team to assist in the preparation of technical materials and evidence building, particularly with respect to incorporating CTWWC's technical work's outcomes into the learning agenda, and work with the MEAL team to develop a strategy for how lessons learned will be shared regionally and globally;
- Represent the project in technical working groups, meetings and conferences related to care reform, family and community strengthening and child welfare and protection system strengthening;
- Write reports, programming documentation, briefs, advocacy pieces, etc. as required;

- Ensure all project reporting requirements related to work under the Technical Director's supervision are undertaken.

**Consortium-wide Competencies:** *These are rooted in the mission, values, and guiding principles of CTWWC and used by each staff member to fulfill his or her responsibilities and achieve the desired results:*

- Serves with Integrity
- Models Stewardship
- Cultivates Constructive Relationships
- Promotes Learning

**CTWWC Core Values:**

- ***Child-focused.*** Children always come first in our work. We place the rights and needs of children and their safety, protection, and well-being and the center of everything we do.
- ***Accountable.*** We take responsibility for our actions when carrying out our programs, exercising great care in the use of our resources and seeking to deploy them to maximum effect, always considering the consequences and impact on children.
- ***Transformative.*** We support change to create a positive and sustainable difference to the lives of children, and transformation that brings lasting benefits.
- ***Inclusive.*** We aim to ensure access to opportunities for everyone. We endeavor to operate in open and honest ways in both our internal and external relationships, developing and delivering flexible approaches that address the needs of all. We involve young people both in matters that affect them and in our advocacy activities.

**Supervisory Responsibilities:**

The Technical Director will oversee technical staff recruited on a short and longer-term basis.

**Key Working Relationships:**

**Internal:** CTWWC Executive Director; CTTWC advocacy team; CTWWC fundraising team; CTWWC behavioral change communications team; CTWWC monitoring, evaluation and learning team; President, Maestral International

**External:** MacArthur Foundation and other core donors; USAID Global Development Alliance members; partners; government officials; regional and country level stakeholders; other key stakeholders

**Personal Skills:**

- Excellent interpersonal skills in cross-cultural settings
- Ability to work effectively in a team-oriented environment
- Ability to adapt flexibly to changing demands
- Strong ability to multi-task, prioritize and meet deadlines

**Skills, Qualifications, and Experience:**

- Master's Degree or higher in social work, social sciences or a closely related field
- At least 15-20 years of work experience in care reform, child welfare and protection, of which at least 5-10 years were spent in a developing country context
- Experience designing, implementing and managing initiatives at government and community levels to improve child welfare and protection systems in/for developing countries

- Solid knowledge of international care reform, child welfare and protection frameworks including the Convention on the Rights of the Child and Alternative Care Guidelines, and global instruments relevant to child rights;
- Knowledge of the key organizations and actors working in this field;
- Excellent written and verbal communication skills;
- Demonstrated ability in technical assistance and capacity building, including establishing high quality programming, resource development, effective and appropriate use of information technology, etc.;
- Demonstrated ability to lead, manage, monitor and support members of a global team;
- Strong relationship management skills.
- Fluency in a second language (French and/or Spanish) preferred
- Ability to travel extensively

**Disclaimer:**

This job description is not an exhaustive list of the skills, efforts, duties and responsibilities associated with this position.

*ALL APPLICANTS MUST BE LEGALLY AUTHORIZED TO WORK IN THE U.S. AT THE TIME OF APPLICATION. ANY RECRUIT MUST AGREE TO SIGN AND ADHERE TO MAESTRAL INTERNATIONAL'S CHILD PROTECTION POLICY BEFORE APPOINTMENT.*

**EOE/M/F/D/V**