



Job Description

Job title:	EU Senior Advocacy and Campaigns Advisor (Maternity Cover)
Group:	Evidence, Advocacy and Campaigns
Grade:	G5
Reporting to:	Director of Evidence, Advocacy and Campaigns
Location:	Brussels

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.

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 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.



Scope

Lumos has a strong track record in undertaking evidence-based advocacy and campaigning to ensure that the needs of children in institutions are recognized and prioritized in national, regional, and international policy and practice. Lumos aims to ensure that key global decision makers commit to transforming care so that children are supported to live in families, not institutions, and that policies, funding and practices shift away from institutions to strengthening families and communities.

As part of Lumos' Global Evidence, Advocacy and Campaigning Group, the EU Senior Advocacy and Campaigns Advisor plays an integral role in delivering Lumos' advocacy strategy.

The position will support the development and delivery of Lumos' evidence, advocacy and campaigning strategy to increase the motivation for, and overcome the barriers to, national adoption of care reform, through original targeted research, advocacy and campaigns.

The EU Senior Advocacy and Campaigns Advisor will be responsible for the preparation and day to day delivery of Lumos' EU advocacy objectives, representing Lumos at senior EU levels, providing management of Lumos' EU Liaison Office, and co-ordinating its work.

Key advocacy focus areas of the Evidence, Advocacy and Campaigns Group that this role will contribute to include:

- Mainstreaming care reform in related fields, such as health; education; welfare; ECD.
- Maintaining focus on 'frontier' drivers on family separation and institutionalisation, such as trafficking and UMRC.
- Through presence in Brussels, continue to influence international funding and programming.
- Support Global Systems Change group through influencing the monitoring/accountability of national governments.

The role will require some international travel, both to other Lumos offices and to strategic events and conferences.

Key Objectives

Leadership and strategy

- Lead and manage Lumos' EU advocacy and campaigns targeting policy makers and other stakeholders to create a shift in EU policy, legislation and funding away from institutions and towards community-based services.
- Develop, deliver, monitor and evaluate the strategic plans to ensure European Institutions (European Commission, European Parliament, European External Action Service, Council of the EU) and advisory bodies (European Economic and Social Committee, Committee of the Regions) prioritise the deinstitutionalisation of children.
- Identify key opportunities to influence relevant policy and legislative instruments with a particular focus on funding.



- Support the development and delivery of regional and national advocacy and campaigning strategies linked to EU legislation, policies and funding and coordinate plans across internal and external partners for countries where Lumos operates and support delivery with country teams.
- Supervise the EU Advocacy and Campaigns Officer, providing management and support.
- Serve as a member of relevant management teams.

Partnerships and stakeholder management

- Represent Lumos in the European Expert Group on the transition from Institutional to Community-based Care (EEG), the Child Rights Action Group (CRAG) and in various high-level forums (European Commission Structured Dialogues, thematic groups), etc.
- Analyse the external context, stakeholder policy positioning and create Lumos responses to this.
- Identify, develop, and manage relationships with high level decision makers and other key stakeholders at EU, national and international level, liaise with and represent Lumos in front of key stakeholders.
- Proactively identify and lead on strategic opportunities for regional and global influencing at events, conference, trainings, etc funded by European institutions.
- Develop recommendations for senior management and Regional / Country Teams on EU-related policy and practice issues.

Operational management

- Oversee the EU Liaison office functions and team (EU Advocacy and Campaigns Officer) to ensure the timely implementation and evaluation of planned activities, and production of strategy papers, advocacy briefs, policy work and other campaign materials.
- Support the fundraising team in their scoping and analysis of EU funding opportunities and advise on the development of proposals
- Work closely with fundraising colleagues to provide timely and high-quality donor reports (as necessary)
- Other tasks as required by the Director of Evidence, Advocacy and Campaigns or Executive Office
- Manage the EU Liaison Office budget, together with the Director of Evidence, Advocacy and Campaigns.

Additional responsibilities

- Other tasks as reasonably required by the Director of Evidence, Advocacy and Campaigns.

Person Specification

Skills:

- Ability to position and represent Lumos credibly at the highest EU levels in relationships with external contacts, including governments or international stakeholders.
- Excellent interpersonal and communication skills, and ability to work with a wide variety of contacts, and a diverse range of cultures.
- Ability to work independently and on own initiative, and as part of a team working on a larger project, in a dynamic and changing environment



- Ability to be self-motivated, highly organised, flexible, and effective

Knowledge

- University level degree or equivalent (major in EU politics, international affairs, political science, or a related field is desirable)
- Strong understanding of the EU institutions and bodies, their functioning and decision-making processes is essential
- Knowledge of key people management processes is essential.
- Evidence of developing and monitoring budgets for strategic advocacy activities is desirable
- Knowledge of the main issues being addressed by advocates for children's rights, particularly children deprived of family care is desirable
- Knowledge of deinstitutionalisation and care reform is desirable.
- Written and spoken English proficiency at native or near-native level
- Knowledge of other European languages is desirable
- Commitment to children's rights

Experience:

- Significant experience of developing and managing advocacy strategies that deliver change at EU level is essential
- Experience working in a diverse and/or global environment is essential.
- Experience in people management is essential.
- Experience of campaigning is desirable
- Experience of identifying and developing the delivery of strategic engagement plans on global moments is desirable.
- Demonstrable commitment to children's rights.

Safeguarding Statement

Lumos recognises that the rights of safety and security are aligned with its core mission of ending institutionalisation. Effective and robust safeguarding sits 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 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.



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.