

Wellspring Advisors

Job Title	Program Officer
Program	International Children's Rights
Reports to	Michael Gibbons, Program Director
Location	Washington, DC
Status	Full Time
FLSA Status (OT eligibility)	Exempt

Are you passionate about children's rights and protecting children from violence and abuse? Do you have extensive experience working in Africa on advocacy campaigns and strengthening social services for children? This program leadership role might be for you.

Wellspring Advisors, a private philanthropic consulting firm, seeks an additional Washington D.C.-based Program Officer for its International Children's Rights Program. The program promotes the rights and dignity of children as articulated in the United Nations Convention on the Rights of the Child, the African Children's Charter and related human rights instruments by supporting advocacy campaigns and the development of more integrated child protection systems, with a particular concern for girls and children affected by armed conflict. The Program Officer will lead the child rights and protection program work in East Africa and worldwide in collaboration with an existing Program Associate and intern, under the direction of the Program Director. A current Program Officer will lead the children's education work in the same region and worldwide.

Responsibilities include:

- Managing under the Program Director's supervision an extensive existing children's rights grant portfolio from solicitation through assessment, recommendation, monitoring and evaluation.
- Participating in the evaluation of the current children's rights program and the articulation of a new multi-year program strategy.
- Providing thought leadership in all three of the program theme areas – child rights, child protection and children in armed conflict – with special emphasis on children in armed conflict as a niche area where Wellspring has unique experience.

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- Identifying and evaluating various children's rights and child protection programs and policies, developing and/or evaluating advocacy strategies that advance those rights and bring to scale proven protection programs in sub-Saharan Africa (especially in Uganda, Tanzania and Kenya), and linking those strategies to international advocacy campaigns designed to promote the Convention on the Rights of the Child.
- In conjunction with other funders, practitioners, and researchers, promoting a research and learning agenda to resolve unanswered questions and identify the most promising approaches, policies and practices that advance children's rights and reduce risk of harm.
- Educating Wellspring's donor-clients and staff on issues related to children's rights, child development, child protection, and funding strategies for promoting children's rights and protection and reducing child abuse.
- Writing and editing grant summaries and other materials for presentation to donor-clients.
- Writing and editing overview materials customized for internal Wellspring use, for donor-clients, and for a public audience.
- Engaging with the community of donors, NGO's and others working in this issue area.
- Meeting with current and potential grantees and conducting site visits in East Africa, the US and internationally.
- Recommending and supervising consultants for specific projects as needed.
- Working collaboratively as part of a multi-program team and as a staff member of the wider Wellspring Advisors firm-wide team.
- Performing other duties and responsibilities as assigned.

Knowledge and Skills Requirements/Qualifications

- Graduate degree in international development, child development or related field.
- Minimum of five years' experience in child rights, child protection or child-oriented development in low-income countries and/or five years' experience doing direct grant making in child rights or development.
- Strong background and interest in program evaluation, research and field-program-based learning.
- Familiarity with the NGOs, researchers and funders working in this issue area. Familiarity with Africa-based groups as well and US- and European-based international groups.
- Familiarity with trends in public, private and philanthropic investment in child rights and child development, especially in Africa.
- Experience working in Africa, or in partnership with African NGOs.
- Experience writing or reviewing grant proposals.

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- Excellent research and writing skills; ability to communicate clearly and persuasively with people from outside the field.
- An open, analytical, critical thinking mindset and keen interest in learning.
- A demonstrated commitment to fighting poverty and promoting rights.
- Close attention to follow-up and detail; ability to manage several tasks simultaneously.
- Initiative, resourcefulness, and flexibility; ability to work independently with minimal supervision.
- Interest and ability to work collaboratively in a team atmosphere on whatever needs to be done.

About Wellspring Advisors, LLC

Wellspring Advisors, LLC is a philanthropic consulting firm that coordinates grant-making activities that advance the realization of human rights and social and economic justice for all people. Our work is rooted in respect for the dignity and worth of every human being and is informed by the following beliefs:

- Social institutions and structures should promote the full realization of human rights and human potential, and should be accountable to these ends.
- The rights of all people are advanced when the rights of the most marginalized and vulnerable peoples are protected.
- Social justice movements should employ means that are consistent with their ideals, and should give agency to the people whose interests they seek to advance.
- As responsible stewards, we must strive to maximize the impact of our charitable investments.

The firm's services include: working with donors to develop, implement, and administer giving programs that meet their philanthropic goals; conducting research and education tailored to the interests of our donors; managing programs, administering grants and monitoring grantee performance; and working with to promote the effectiveness of programs that receive donor funding.

Wellspring Advisors, LLC hires, promotes and retains employees based on their professional qualifications, demonstrated abilities, and work performance, as well as the degree to which these qualities are required in the employment positions made available by the Firm's service needs and business requirements.

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All personnel decisions are made without regard to race, color, religion, national origin, citizenship, ancestry, age, disability, gender identity or expression, genetic predisposition or carrier status, marital, status, domestic partner status, military status, sex, sexual orientation, or any other characteristic protected by law. This policy applies to all our activities, including but not limited to recruitment, hiring, compensation, assignment, training, promotion, discipline and discharge. This policy also bans discriminatory harassment.

How to apply:

For employment consideration, the optimal way to contact us is via e-mail. We have engaged Héctor Cariño at People Architects Group to manage this search.

All applications must include:

- Resume
- Thoughtful cover letter (including how you became aware of this opportunity: *job portal, referral, etc.*)
- Salary requirements (must specify actual amount or range)
- One writing sample (between 7 and 10 pages maximum, attached in PDF format)
- E-mail applications to: hector@peoplearchitectsgroup.com
- Subject Line: Your name and position title

The application deadline is Friday, September 13, 2013.