



GROUND TRUTH
SOLUTIONS

Director of Policy and Engagement

Help us build a movement!

Ground Truth Solutions is seeking a Director of Policy and Engagement to drive people-centred advocacy and policy influence, aiming to shift power in the way crisis response and climate change adaptation is discussed, designed, implemented and monitored.

Reporting to the CEO, this new role will be accountable for overseeing policy-driven research, advocacy, communications and outreach. Working with our brilliant and creative team, and as part of our Senior Management Team (SMT), you will help push our work to its next level and make a significant contribution to humanitarian and policy reform.

Full time. Based in Vienna, Austria, voted the world's most liveable city. If location is prohibitive, especially to applicants outside Europe, you are still encouraged to apply.

About Ground Truth Solutions

Our mission is to ensure that people affected by crises have a say in humanitarian and climate action, from individual aid projects to global reform. To achieve this, we work with people affected by crisis to find out how people experience aid programmes, and work with them to challenge and encourage decision-makers to use this insight to optimise their work. We influence policymakers, governments, and aid agencies to bring change to the humanitarian, health and environmental sectors.

About our work culture

We are a committed team of people who take the responsibility of working toward aid reform seriously. We strive for excellence, constantly challenging the status quo (internally and externally), and conducting ourselves with discipline, creativity, curiosity, boldness and candour. We seek diverse viewpoints. We work hard, we communicate directly and along the way, we have fun. We are a small, agile organisation trying to change complex systems; not a bureaucracy. This is not for everyone. Our culture best suits those who like being part of the solution, believing things can change, demonstrating agency and working creatively and collaboratively on complex issues. If that sounds like an environment you would grow and thrive in, keep reading.

About the job

As Director of Policy and Engagement, you will be accountable for:

- Driving GTS' policy, advocacy, outreach and communications, to ensure the views of people affected by or vulnerable to crises are front and centre in decision-making that impacts them
- Working with the CEO on outreach and programme development, fundraising and donor relations strategies
- Ensuring GTS' research and engagement is supporting local and national advocacy efforts and meaningful community participation while influencing global processes
- Identifying and elevating cutting-edge voices in and from crisis-affected communities
- Representing GTS at events, conferences and with senior partners to tell (or facilitate others to tell) compelling, data-driven stories that inspire action
- Crafting messaging, think-pieces and other advocacy materials, and proactively engaging in outreach to current and future partners, policymakers and supporters
- Overseeing the work of Communications and Policy staff
- Managing the production of our Annual Report/s, global analyses and other lessons learned publications
- Supporting programmes, data and research colleagues to refine and promote improvement in our research and analysis practices for greater influence
- Driving improvement and innovation in our work overall, both fast-tracking implementation of, and improving, our strategy in line with sector developments
- Overseeing the development and piloting of new research projects or streams as required

About you

You are curious, creative, dynamic, motivated for change and hard-working. You are an exceptional communicator with a vast, diverse network and an aptitude (and excitement) for movement-building. You understand the humanitarian system and its shortfalls, but are not cynical. You are keen to learn from a broad range of voices. You have experience using data to influence change, balancing research and action in complex settings, and you understand the see-saw of good research and the realities of the messy, loosely controlled aid ecosystem. You are not interested in perpetuating a status quo or cutting and pasting processes from humanitarian agencies. You are excited to get to know your colleagues. You are accountable, respecting deadlines, managing your time transparently and adhering to processes that ensure we remain accountable to our many stakeholders. You understand the benefits and shortfalls of small, agile organisations.

Your experience and skills will¹ include

- At least eight years' experience in senior/leadership roles in humanitarian/international research, advocacy, policy, innovation, human-centred design, journalism or a related field (tell us why your experience is applicable!)
- proven expertise in evidence-driven advocacy and policy influence, including high-level representation
- a broad network in the humanitarian, development and/or climate policy space/s, and the curiosity and excitement to continuously expand it
- a sophisticated understanding of the humanitarian system, the evolving humanitarian reform agenda and its complexities
- excellent written and spoken communication skills in English, referenced in publications. Working proficiency in French, Spanish, German or Arabic is a plus
- a master's degree in international relations/law, public policy, social or behavioural science, journalism/communications, or a related field *is preferred*.

Flexible work

Our work mode is very flexible, valuing work/life balance and supporting ongoing learning. Our Vienna-based contracts are ongoing – a rarity in humanitarian sector – and come with appealing benefits under Austrian law such as comprehensive health insurance, contribution to the state pension plan, five weeks of paid leave, and more. We offer a competitive salary determined on experience, starting at 85K EUR incl. many internal benefits, as well as relocation support where applicable.

To apply

Send a cover letter that outlines why you want the job and what you see as the biggest opportunities for GTS research and policy influence (generic cover letters will be dismissed) along with your CV to Meg at hr@groundtruthsolutions.org with the subject line 'Director of Policy' by 31 May, 2024. Please send in PDF. We do not open word or other formats to protect against malware. If you have any questions, feel free to reach out to the above address.

We look forward to hearing from you.

¹ We know that women are less likely to apply to roles for which they don't meet ALL of the criteria. If this is you but you feel that you were born for this job, please apply!