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Changing the world
with women and girls

Job Description:

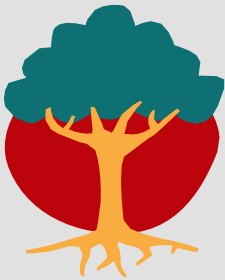
Senior Women's Protection
Adviser-Mat Leave



Suya, Eva and Hellen, are members of the Loketa Women's and Girls Centre in the Imvepi refugee settlement, Uganda. The trio work as a voice for women in their community.

Thank you for your interest in learning more about positions at ActionAid UK.

ActionAid UK is an independent charity and member of Action Aid International, a global federation working for a world free from poverty and injustice. ActionAid UK focuses on women and girls because the denial of their rights is a grave injustice and one of the principal underlying causes of poverty worldwide.



Our vision

We believe in the individual and collective power of women and girls to create a just and fair world. A world imagined by social movements, particularly feminist and indigenous movements, centred around the care and wellbeing of people and the planet. A world in which women and girls, in all their diversity, can achieve their goals, fulfil their rights and define their future.

We are looking for employees who share our passion to fight gender inequality and will ensure women, girls and their movements are at the heart of our work. You would be joining at an exciting time as we launch a new 2025-2028 strategy which sets out our vision, mission and approach, implemented through the four strategic goals below.



Equity is central to our mission and values: we recognise and address disparities based on socioeconomics, gender, sex, age, sexual orientation, faith, race, ethnicity and disability. We particularly welcome applications from people of colour, individuals from working class backgrounds, with disabilities, and experience of working with women's rights organisations or movements in Africa, Asia and Latin America, to enrich the diversity.

About ActionAid

ActionAid UK is a member of the ActionAid Federation, a federation of 43 national organisations with a presence in 71 countries worldwide. Globally, we want to see a system that is fair and just for all, that starts from a foundation of human rights, peace and security, balance with the rights of the natural world.

In the UK, our primary role is to raise funds to support the work of Federation members who work with over 3,000 partner organisations including social movements, youth networks and women's rights organisations to tackle inequality and injustice in their communities.

While a lot of ActionAid UK's work is supporting the Federation's humanitarian and development work through raising much needed funding, this isn't the whole story. We also tackle the root causes of global inequality and injustice by influencing UK Government commitments and policies on a range of interlinked issues including climate justice, decent and dignified work, fair public services, peace and security and an end to violence against women and girls. For more information, please find our [latest annual report here](#).



The team behind ActionAid's Girl-led Research Project spending time together.

Operational / External Title: Senior Women's Protection Adviser

Role Title:	Senior Women's Protection Specialist-Maternity Leave
Date of JD Review:	February 2026
Department:	Advocacy and Influencing (A&I)
Team:	Women, Peace and Security (WPS)
Tenure:	Full time-Fixed-Term
Band & Range:	Band D
Location:	London- Hybrid-12 days per year minimum plus in-person meetings and events
Reports to:	Head of Women, Peace and Security
DBS check required:	Yes [DBS Roles]
Role requires travel:	Yes-(some office and event travel)
Budget Holder	No
Direct Reports:	No
Indirect Reports:	No
Dotted line reports:	No
Does This role International require Travel:	No
<p>Internal Key Contacts: Data Protection Officer, Technical Advisers, Policy Advisers, advocacy advisers, all ActionAid UK Departments and Teams, AAUK Leadership Group, AAI Federation, IHART.</p> <p>External Key Contacts: Policy stakeholders, Politicians and NGO networks.</p>	

Purpose Of the Role: The Women Peace and Security (WPS) team is a key delivery partner in ActionAid's UK new strategy to promote a world where women and girls are valued, live free from violence, and can exercise their rights to promote their own resilience, safety, equality and voice. The WPS team is comprised of policy and technical advisers who advance policy perspectives and programme led learning to ActionAid UK's target donors, influencers, academic audiences and policy makers.

The role demands a specialist who will bring a strong feminist perspective, research skills, networking ability and a spirit of collaboration to ActionAid UK, and has excellent experience on women's protection. This role will also support the International Humanitarian team, across different contexts and emergencies.

Main Accountabilities:

Team Working

- Engage with and demonstrate commitment to AAUK's mission, vision, values and strategic aims, and 'My Feminist Behaviours' (including adherence to our Code of Conduct).
- To undertake any other duties, appropriate to the level in accordance with agreed procedures and guidelines.
- Proactively engage with the performance development approach, taking responsibility for seeking appropriate development opportunities and taking part in learning.

Technical leadership and support

- Stay informed of global trends on women's protection, with a particular focus on new emergencies, protracted humanitarian crises, and climate-induced crises, ensuring the integration of WPS principles;
- Develop evidence-based best practices and document key learning in all technical areas related to women's protection in humanitarian and climate-induced crises;
- Provide support to in-country responses as requested by the Federation, to ensure alignment with ActionAid's humanitarian standards and signature with a feminist and decolonial perspective.
- A large proportion of this role will be to support the International Humanitarian Action and Resilience Team's women's protection needs, across the federation.

Heading

- Work closely with Fundraising teams to provide technical expertise on women's protection, including reviewing funding proposals and contributing to program design, implementation, monitoring, and evaluation as needed. This includes:
- Work with business development teams across ActionAid UK and with Federation Members to provide technical advice and identify opportunities for raising funds for women protection programming that aligns with the organisation's priorities, values and commitments to anti-racism.
- Support the Programme Quality and Assurance team with technical advice (when appropriate and on country request), during the programme start-up/implementation phase of a newly acquired programmes under ActionAid UK contract.

- Provide technical support in engaging donors and other funding stakeholders with events, conferences, briefs, documents, or key lines, to enhance and increase visibility of our women protection programmes.

Research, policy and advocacy

- Lead policy and research projects focused on women and girls' protection & leadership in crises, applying a feminist, intersectional and decolonial lens. This may include drafting expressions of interest templates, support the development of research methodologies and writing research reports and policy briefs;
- Lead and represent ActionAid UK externally at relevant women's protection forums in the UK and abroad, in collaboration with ActionAid International.
- Identify key moments and pursue opportunities, within advocacy and policy spaces, to increase the profile and visibility of ActionAid UK in the field of women's protection, ensuring its leadership within the WPS framework.
- Provide technical support to inform engagement with government officials and peer technical/programme specialists in FCDO and other governmental institutions in collaboration with advocacy colleagues.

Knowledge sharing and development

- Collaborate with ActionAid International and the broader Federation to enhance ActionAid's capacity for women's protection.
- Be ActionAid UK point of contact, for ActionAid International related work on women's protection, including the Protection Networks, with the aim of fostering knowledge-sharing, highlight successes, and advance understanding of women's protection and WPS issues
- Support the continuous learning gathering about the impact of the AA Women's protection work, including the Women Led Community Based Protection Toolkit, and support with its continuous development.
- Promote continuous learning within ActionAid's research, programmes, and policy work on women's protection and WPS, ensuring a decolonial, anti-racist, and intersectional feminist approach is consistently applied.

EXPERIENCE, KNOWLEDGE & EXPERTISE

Essential Criteria:

- Commitment to AA's vision, [mission](#) and values, including a commitment to [feminist principles](#), safeguarding, and working in an organisation committed to working for the rights of women and girls.
- Commitment to AA's values of Equality, Diversity & Inclusion and upholding the values of becoming an anti-racist decolonised INGO.
- ActionAid UK is committed to preventing any form of sexual harassment, exploitation, and abuse (including child abuse and adult at-risk abuse) and responding robustly when these harms take place. We expect all ActionAid UK Staff and ActionAid UK Associated Personnel to share this commitment.
- Commitment to continually improving your digital skills and knowledge within the working environment.
- Commitment to AAUK's Data Protection & Processing Policy and ability to comply with Data protection legislation and best practice in data management and processing.
- Post graduate degree in a relevant subject – or equivalent professional experience
- Fluent in written and spoken English
- Solid proven experience working on humanitarian contexts on women's protection in an international organisation
- Experience of managing research processes aimed at shaping development programmes or influencing policy
- Exceptional interpersonal skills and ability to quickly develop effective working relationships with a diverse stakeholder group
- Proven track record of problem-solving and resourcefulness with minimal management and oversight
- Experience of public speaking and good communication skills including writing
- Experience of working at regional or international level on policy/advocacy issues
- Flexibility, determination and resilience to work in difficult environments with limited support at times of stress to country programmes
- Excellent knowledge of global protection frameworks and approaches
- Good understanding and track record of the humanitarian architecture and conflict sensitive programming
- Good knowledge and understanding of donors and donor requirements
- Demonstrating experience of sharing technical knowledge and expertise in facilitating participatory training on women's protection issues
- Strong understanding of the human rights-based approach to humanitarian interventions
- Commitment to women's leadership from a feminist perspective
- Strong understanding of external humanitarian standards and practices (SPHERE, CHS, ICRC code of conduct, IASC protection guidelines)
- Strong understanding of women's rights organisations and their potential to lead humanitarian responses
- Ability to work in a multicultural and ethnically diverse environments
- The postholder may be expected to travel, for up to two weeks at a time.

Desirable Criteria:

- Experience of living and working in the “Global South”, especially regions where we are funding programmes & projects
- Experience of working for an INGO
- Ability to work in different languages and able to quickly adapt to different communities and cultures
- Fluency in French and/or a second language spoken in regions where we are funding programmes & projects

[Click here for 'My Feminist Behaviours'](#)

This role profile sets out the current duties of the post that may vary from time to time without changing the character of the job or the level of responsibility entailed. However, all role profiles are regularly reviewed and updated accordingly in line with organisational needs.

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[actionaid.org.uk](https://www.actionaid.org.uk)

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