



## Safeguarding Advisor - International

**Title:** Safeguarding Advisor – International

**Status:** 80-100% role, with flexibility around preferred working pattern

**Duration:** Fixed Term Contract for up to 2 years with the possibility of extension. We also encourage applications from consultants

**Employed by:** Global Fund for Children

**Reports to:** FSC Executive Director

**Location:** Remote

*Salary will be benchmarked based on the location of the chosen candidate and aligned with local market rates and internal global compensation frameworks. For comparison, if based in the UK, this position has a salary range of GBP 45-50,000.*

The Funder Safeguarding Collaborative (FSC) is committed to building a world where safety and wellbeing are at the heart of every organisation. We are a thriving network of over 100 grant-making organisations who are driving action within their own organisations and the organisations they fund in order to create cultures and practices that keep people safe.

FSC achieves change through three mutually reinforcing strategies. We generate new knowledge and evidence about safeguarding in grant-making to improve the impact of funder practices. We then share this knowledge through creating spaces for dialogue, reflection and learning to increase awareness and commitment to safeguarding among funders. Finally, we provide specialist technical support to funders to help them implement safeguarding effectively and will work with others to ensure access to high quality safeguarding support for grantee partners.

Our work is underpinned by our four core values:

- **Champion Safety:** We believe that everyone has the right to be safe and a duty to take action to prevent harm and promote the wellbeing of others.
- **Promote Continuous Learning:** We acknowledge what we don't know, value the knowledge that diverse voices bring, and commit to continually learning, adapting, and then learning some more.
- **Build Trusting Relationships:** We cultivate relationships based on mutual trust and respect, creating inclusive spaces where individuals feel safe to ask questions, learn from mistakes, and improve their practices.

- **Challenge Power Imbalances:** We actively identify and challenge power imbalances and structural inequalities that get in the way of building safer organisations.

FSC is nested within Global Fund for Children who provide administrative and operational support to the Collaborative. Global Fund for Children partners with locally led organizations to build their capacity for social change and deepen their impact.

## Position summary

FSC's team of Safeguarding Advisors brings context-specific knowledge and expertise to ensure our work reflects the specific opportunities and challenges in embedding safeguarding across distinct legal, social and cultural contexts.

A large percentage of FSC's members fund internationally, across multiple regions and countries. Many are based in Europe, and we expect the number of these global grant-makers to grow in the future.

To meet the needs of these members, it is essential that the resources and technical support provided by FSC reflect the legal and regulatory complexities when funding internationally.

Reporting to the Executive Director, and in close coordination with the Technical Director and a team of Advisors, the Safeguarding Advisor – International, will play a key role in developing and delivering technical support and training to our members who fund internationally, with a focus on funders based on the European continent.

### Technical Support (approx. 50%)

- Provide technical support and capacity building to members who fund internationally, with a focus on funders based on the European continent. This includes but is not limited to reviewing policies and procedures, development and delivery of training and briefing sessions, coaching and mentoring.
- Contribute to the development of FSC's suite of technical support, reviewing and adapting FSC tools and materials to meet the needs of international funders.
- In collaboration with the FSC Technical Director, develop and facilitate training programmes for international funders.

### Member offer (approx. 25%)

- Plan and coordinate membership offer for members who fund internationally based on identified needs and member requests. This includes facilitating FSC's quarterly International Peer Learning Circles (online & in person)
- Contribute to the development of other member learning spaces by identifying topics of relevance to members who fund internationally and facilitate workshops, webinars or other learning spaces.
- Act as the point of contact for Europe based members, cultivating strong relationships, responding to queries and maintaining regular contact and providing support as per membership agreements.

- Work closely with FSC Membership Officer identifying and implementing strategies to enhance the member experience and promote engagement.

#### **Knowledge Generation and Learning (approx. 10%)**

- Monitor and share guidance and best practice on safeguarding, posting updates on the FSC online community
- Monitor and share significant changes in legislation, regulations and guidance relevant to safeguarding within a European context, producing briefing papers or similar resources.
- Lead or contribute to the creation of resources on different aspects of safeguarding.
- Contribute to FSC's curated, online library by identifying research, best practice guidance, policies, and frameworks relevant to international funders and supporting the development and review of online manuals.
- Contribute to research undertaken by FSC, helping to ensure the needs and experiences of members who fund internationally is adequately reflected in the evidence produced.
- Gather and document feedback from members as part of FSC's strategy and monitoring, evaluation and learning framework.

#### **Networking (Approx. 10%)**

- Identify and cultivate relationships with key individuals, networks and agencies working on safeguarding and philanthropy in Europe to promote mutual learning and collaboration.
- Build FSC's profile in European philanthropy and raise awareness of the role of funders in safeguarding by sharing learning in blogs, articles, and other publications.
- Represent FSC at external events, networks and other forums as relevant

#### **Additional Duties (Approx. 5%)**

- Attend regular team meetings and learning opportunities.
- Adhere to the highest standards of safeguarding, at all times, in line with GFC's Safeguarding Policy, and proactively contribute to the implementation of FSC's Safeguarding Commitments.
- Perform other duties as may be assigned by the Executive Director.

## **Desired Qualifications, Experience and Skills**

### **Essential**

- Based in Europe
- Minimum 5 years of experience working in safeguarding, protection or social work.
- Excellent understanding of safeguarding standards, regulation and best practice, especially across Europe.
- Proven experience developing and delivering training and capacity strengthening to improve safeguarding practice across a broad range of organisations.
- Excellent communication and relationship building skills.
- Ability to work in one or more European languages such as French, Spanish or Flemish
- Collaborative team player with tact, patience and a sense of humor.
- Highly self-motivated with the ability to manage workload and deadlines independently.
- Passion for FSC's mission and values.

## Desirable

- Experience working within a funder organization and/or providing technical support to funders on safeguarding.
- Familiarity with safeguarding in a UK context, including awareness of charity commission regulations.
- Knowledge and understanding of adult learning principles and/or organizational development

This position is home based, with regular remote communication with other members of the FSC team. Although the candidate is expected to work during Central European Time, some flexibility is required to allow for collaboration with team members in other geographies. This role will involve some travel, mostly within Europe, to support FSC members.

## Applications

If this sounds like a fit, we want to hear from you. Please send your application here: <https://global-fund-for-children.breezy.hr/p/d25b08d540a8>

**The closing date for applications is 21 October 2025.**

FSC is committed to creating an inclusive environment. We encourage applications from under-represented groups such as returning parents or those who are re-entering work after a career break, people who are LGBT+, from Black, Asian and Minority Ethnic backgrounds, with a disability and from less advantaged socioeconomic background.

Shortlisted candidates will be invited to an online interview during the week of the 10<sup>th</sup> of November to discuss their experience and fit for the role. A second technical interview will be held on the 17<sup>th</sup> of November. A formal offer of employment is dependent on receipt of satisfactory references and a background check. Successful candidates will be expected to adhere to FSC's Safeguarding Commitments and demonstrate high standards of safeguarding at all times.

## Benefits

We strive to build a culture that embraces care and wellbeing. Our global employee benefits include:

- Comprehensive medical, dental and vision plans
- Generous paid time off (annual leave, enhanced sickness leave, wellbeing days, sabbatical leave, family friendly leave)
- Flexible work arrangements - remote/hybrid/compressed work schedules
- Pension plan contributions
- Employee Assistance Services

Holidays – 30 days of annual leave, including during Christmas and New Year, and 8 public holidays. The basic annual leave allowance increases to 35 days after 4 years of continuous employment.

Learning – FSC encourages professional development as a part of our culture and values. FSC provides regular opportunities for training, collaboration, and mentorship. Employees may access professional development funds to support continued learning.

