



HelpAge

International

Appointment of CEO

May 2023

Letter from the Chair

Thank you for showing an interest in this opportunity to lead the work of HelpAge International around the world.

With the changing demographics of the world, there has never been a more important time to take up the role of Chief Executive at HelpAge International. By 2030, 1.4 billion people will be over 60 years of age. And by 2050 2.1 billion people – one fifth of the global population - will be over 60. Eighty per cent of those older people will be living in the low- and middle-income countries where we work.

HelpAge has a unique and important role as the only INGO that champions the rights and wellbeing of older people. This is a huge privilege, but with it comes huge responsibility, particularly for the Chief Executive, who will act as a leading voice for older people in global policy development.

Our current Chief Executive, Justin Derbyshire, has led the organisation for almost seven years during a time of great global change. He leaves a ten-year strategy – launched in 2020 – that will continue to act as the organisation’s roadmap going forward.

It outlines our 10 focus areas and underscores our commitment to locally led development and partner led programming as HelpAge champions the shift of power to national and local network members and partners. This will enable us to build on our history of championing older people, but in a better way.

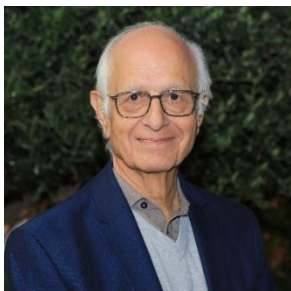
Whoever joins us as Chief Executive will inherit a strong foundation but will be given the scope to add their own voice and style to the role.

They will lead an organisation with a strong record in promoting an inclusive response for older people in times of humanitarian crises. We also deliver change in terms of policies and practices that make a difference in the lives of older people. This ranges from campaigning for improved income security to promoting healthy ageing or ensuring that every older person is a valued and respected member of society.

The new Chief Executive will take over as the head of the HelpAge global network. This is a unique alliance of more than 170 partner organisations that work together to promote the wellbeing and inclusion of older people and reduce poverty and discrimination in later life. The global network lies at the heart of who we are, and the members make our work stronger.

I have seen first-hand the difference that HelpAge makes in the lives of older people and know what an important role we have to play, working with civil society and the wider development sector.

We are looking for an inspiring and talented individual who cares passionately about changing the world we live in to make it a better one for all of us as we get older. If you are motivated by our mission and vision and have the potential to make a difference in the lives of older people, we would love to hear from you.



Arun Maira,
Chair, HelpAge International

About HelpAge International

HelpAge International promotes the wellbeing and inclusion of older women and men and reduces poverty and discrimination in later life. We promote the voice of older people in their ability to claim their rights, to make choices and to participate meaningfully in decision-making in all parts of their lives, including the personal, family, social and political. We also help older people challenge ageism and inequality.

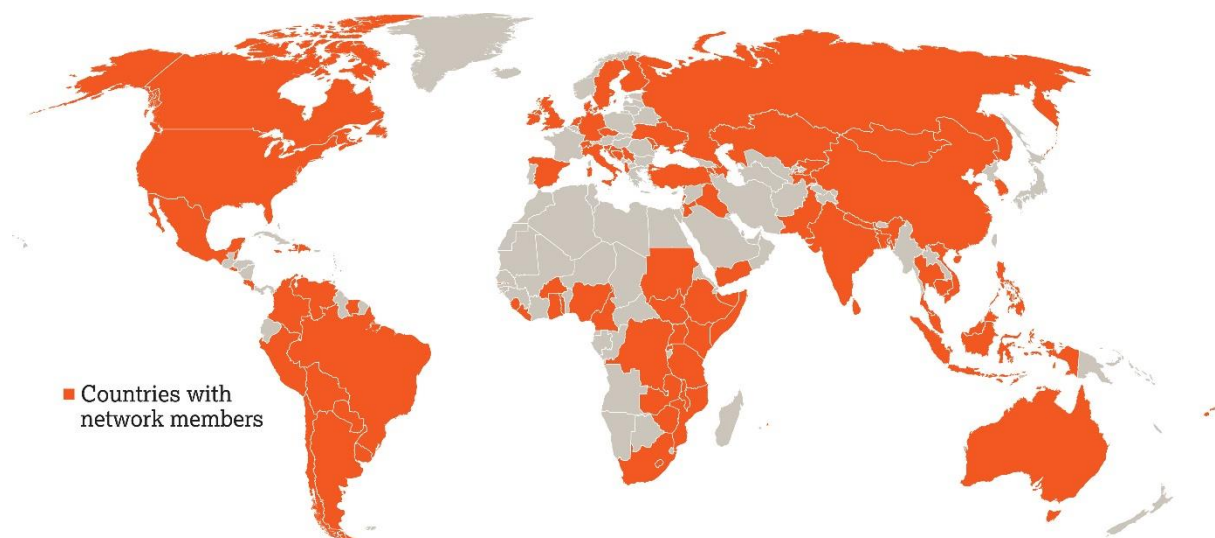
Our work is strengthened through our global network of like-minded organisations – the only one of its kind in the world, focused on the rights of older people.

We believe that the contribution older people make to society is invaluable. Yet older people remain some of the poorest and most neglected in the world. We are committed to helping them claim their rights, challenge discrimination, and overcome poverty.

Our history

HelpAge International was established in 1983 by five organisations working for older people – in Canada, Colombia, Kenya, India, and the UK. The vision of the founders was that HelpAge International would become the Secretariat supporting a global network of organisations supporting and working with older people.

The HelpAge International Secretariat has grown significantly and working as a network is still central to our identity and values. There are over 170 members of the HelpAge global network currently, who between them raise and spend well over £1bn annually on their work with and for older people in their own countries.



The HelpAge network is a diverse, non-branded and non-exclusive network, with only a small number of member organisations using the HelpAge name.

The main criteria for membership are a commitment to the rights of older people and to improving their lives. A clear majority of members are from the global South, linked through common membership of the HelpAge network with some of the most established older people's organisations in the world, such as AARP in the USA, DaneAge in Denmark and Age UK in the UK.

As the civil society organisation acknowledged as the expert on ageing and older people, HelpAge International enjoys particularly good access to and working relations with governments and regional bodies where we work. This is particularly important in this, the UN Decade of Healthy Aging and we work closely with many international and fora associated with the Sustainable Development Goals and the wider UN and international ecosystem.

HelpAge International is a co-owner of the International Civil Society Centre, which brings together the world's leading civil society global networks, including at Chair level once a year. Our CEO is a member of the World Economic Forum's Expert Network comprising 5,000+ members, which enables the world's leading experts from academia, business, government, international organisations, civil society, the arts and the media to help shape global agendas. Two of our Board Members and one of our Global Ambassadors are also members of the World Economic Forum's Global Agenda Council on Ageing.

We are a strategic partner of Swedish Sida, have formal consultancy status with WHO and a multi-faceted partnership with UNFPA, among other relationships with influential bilateral and multilateral donors.





Our vision

Our vision is a world in which all older people can lead dignified, healthy, and secure lives.

Our mission

Our mission is to promote the wellbeing and inclusion of older women and men and reduce poverty and discrimination in later life.

Our role

We act as a supporter, convenor and thought leader.

Supporter: By supporting network members to build and share knowledge and expertise and to achieve greater impact with and for older people, through capacity building, organisational strengthening and resource development. We work with members to sustain themselves and each other through funding, sharing learning and resources, and taking joint action where appropriate. We also work with and support those who partner with us on specific activities, share our interests or can help bring about our vision. Our aim is for the network to become a stronger element within a wider and growing movement acting on issues affecting older people and ensuring their voices are heard.

Convenor: By bringing together stakeholders from different sectors and disciplines at national, regional and international levels. Fostering learning, sharing and collaboration among older people's organisations, network members, civil society, governments and other actors, in order to achieve a desired outcome for older people, and help build a movement.

Thought leader: By developing new thinking, matched with practical solutions, on specific issues related to global trends and their impacts on older people and population ageing. The selection of issues is informed by visioning and scenario planning, collaborating with others on ageing issues and trends we identify in our work. Through listening to older people and gathering key information and evidence, we will, with others, develop new thinking, generate debates, challenge assumptions and inspire changes in attitudes.

As an organisation we are committed to localising and focusing our efforts on working with, through and for network members and other actors. We will become more outward-facing and more entrepreneurial when working with others, which will challenge us to develop expertise and be a focus for moving the ageing agenda forward.

Our strategy to 2030

By 2030, millions of older people will enjoy a better quality of life, through improved wellbeing, enhanced dignity, and greater voice.

Wellbeing, dignity, and voice will be integrated across all our work so everything we do is grounded in what older people say is important to them. Ensuring older people have a good quality of life means going beyond meeting their basic needs. Older people must also be able to make their own decisions and have access to high quality, accessible services and resources which support their dignity and independence and uphold their rights.

Bringing these three components together in our strategy means that we balance an understanding of the material aspects of a good quality of life with other things that older people tell us are important, such as self-worth and value, and participation. These components also challenge us to address deep rooted power imbalances, listen to the voices of the most marginalised, and support all older people to be heard.

Wellbeing: We want every older person, everywhere, to be able to say: “I enjoy wellbeing”. We have a sense of wellbeing when we are able to lead fulfilling lives with purpose and meaning to them. Our wellbeing is influenced by our own outlook, characteristics and circumstances, our connections to the world around us, and the social, cultural, economic, and political systems we are part of.

Dignity: We want every older person, everywhere, to be able to say: “I am treated with dignity”. Dignity is central to wellbeing. It is our inherent value because we are human. We feel it in a sense of our own self-worth and in other people’s respect for us. Human rights instruments set out the minimum standards necessary for everyone to live a life of dignity. We are all born free and equal in dignity and human rights, and this does not change as we age. We want to live in a world where older people are recognised and respected as individuals, have a strong sense of belonging, purpose, and self-worth, and can cope with the changes life presents. We’re striving for a world where dignity is understood – not as doing things for, or to, older people in their best interests – but as older people determining their own lives and making their own decisions, with support, if necessary, based on what is important to them. When laws, policies, services, and our individual relationships all foster this sense of dignity, we can flourish and thrive in older age.

Voice: We want every older person, everywhere, to be able to say: “My voice is heard”. Voice is about older people’s ability to claim their rights, to make choices and to participate meaningfully in decision-making in all parts of life, including the personal, family, social and political. We want to support older people to exercise their right to speak as they wish and have their voices heard and their issues included in laws, policies, programmes, and services. To do this, we must understand the contextual factors that can act as a barrier to older people’s voices and better understand the power relations at work.

Our new strategy has led us to undertake three key strategic shifts in terms of how HelpAge International operates

Firstly, as an organisation we are committed to localising and focussing our efforts on working with, through and for network members and other actors.

We are also shifting our programming work to be partner led, working closely with and through the organisations that truly understand the local context and can hold others to account. This shift enables us to reach many more older people and their communities and ensures that the action they take is relevant to them and that it is their voices that are heard by those responsible for respecting, protecting and fulfilling their rights.

To meet our ambition to be a truly global organisation with a global workforce and where we can benefit from the diversity of perspectives, ways of working and experiences, we have shifted to a global operating model, significantly expanding the number of countries in which our staff are based.





Our impact

In 2015–2020, on average, we...

... raised older people's income



6.2 million older people in

14 countries received a social pension for the first time through new or expanded schemes.

£1.64 billion was paid to older people in 14 countries annually in the form of social pensions as a result of our advocacy work.

138,700 people in 15 countries were supported to start or build their livelihoods.

27,500 older people affected by crises received livelihood support or cash support.

... helped older people stay healthy



14 million older people in

seven countries benefitted from changes in government health and care policies, driven by HelpAge's advocacy and campaigns.

400,000 older people were supported by HelpAge's health and care projects (excluding emergency responses).

35,000 older people received health or care support during the early phases of our emergency responses.

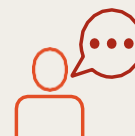
... reduced violence, abuse and neglect



300,000 older people at risk of violence, abuse and neglect were supported by HelpAge, its partners and government ministries in 12 countries.

60,000 older people received protection support during the early phases of our emergency responses.

... amplified older people's voices



170,000 older people took

part in our global, regional, and national campaigns in 43 countries.

2,500 Older People's Associations with 46,000 members monitored the delivery

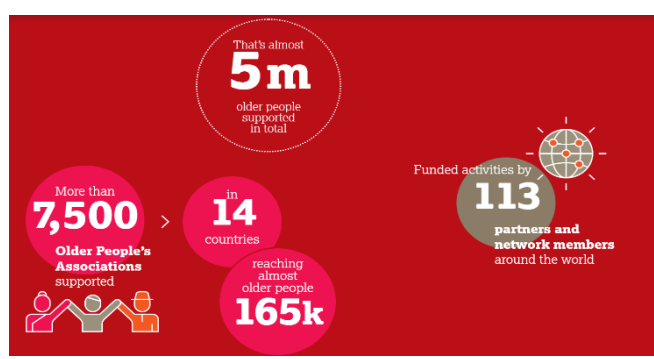
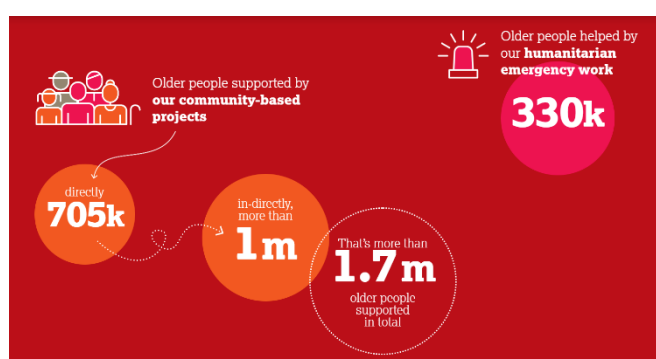
of support and services in their communities and lobbied for improvements.

12 more governments supported

the call for a UN convention on the rights of older people.

22 million older people, across 18 different countries, potentially benefitted from governments and other agencies revising or adopting new age-inclusive policies.

In the first year of our new Strategy 2030, the impact of our work included:



Our Governance

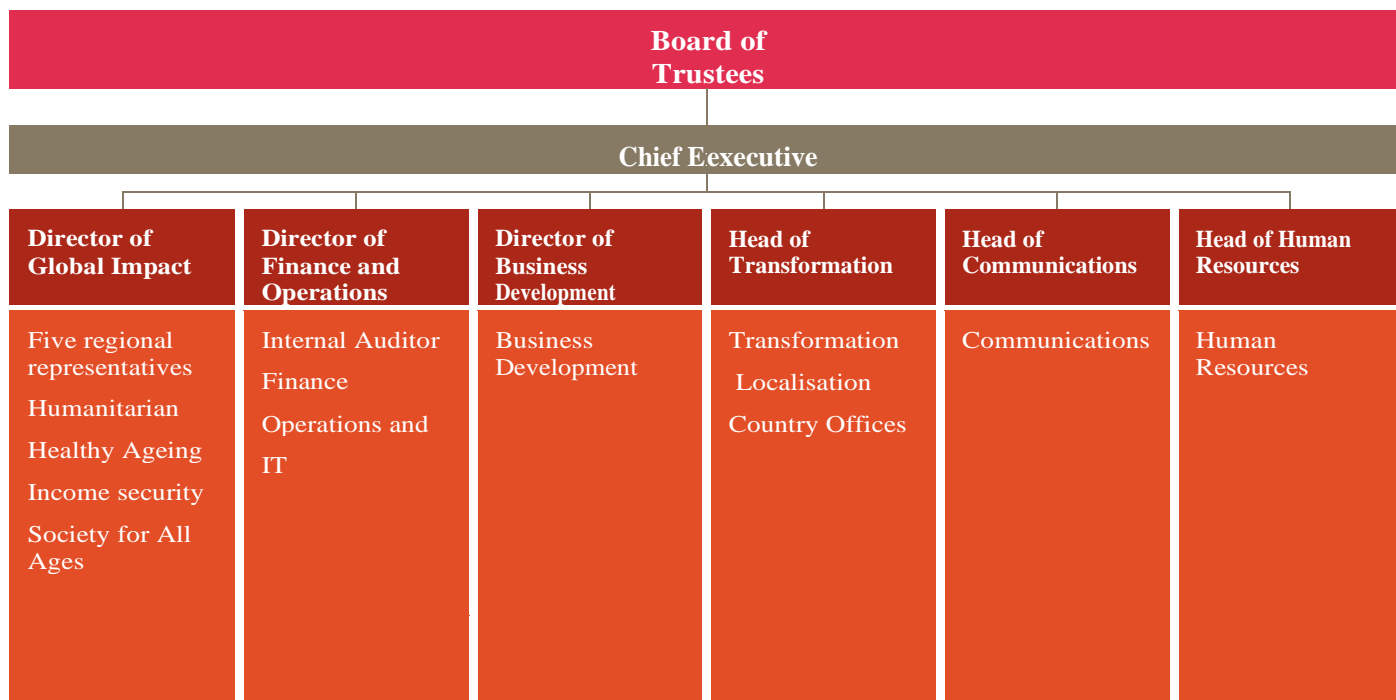
HelpAge International is governed by a Global Board of Trustees, ensuring it is purpose-driven, sets its strategy, and providing overall direction to achieve its aims in the most efficient and effective manner, consistent with the organisation’s values and approach. Trustees are ultimately responsible for the management and administration of HelpAge International. The current Board is composed of 12 Trustees, at least six of whom are statutorily required to have been nominated by a Network Member. The position of Chair of the Board is currently held by Arun Maira.

HelpAge International is a UK company, limited by guarantee and registered as a charity with the Charity Commission for England and Wales. As such it has reporting responsibilities to both Companies House and to the Charity Commission. The Trustees of the charity are also Directors of the company.

HelpAge International is the secretariat of a global network, currently with over 170 member organisations.

The organisation has a global management structure with global staff members currently based in Colombia, Kenya, Uganda, Malawi, Ethiopia, India, Pakistan, Thailand, South Korea, Spain, Germany, Italy, Finland, Sweden, Turkey, UK, Canada, Jordan and Kyrgyzstan.

Our executive work is driven by our talented, executive leadership team and over 450 staff, located through our 13 country offices

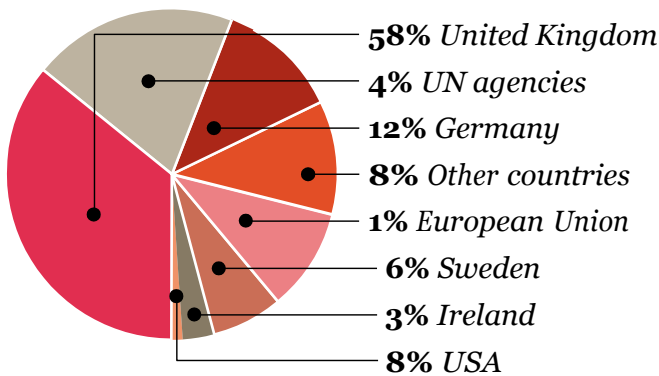




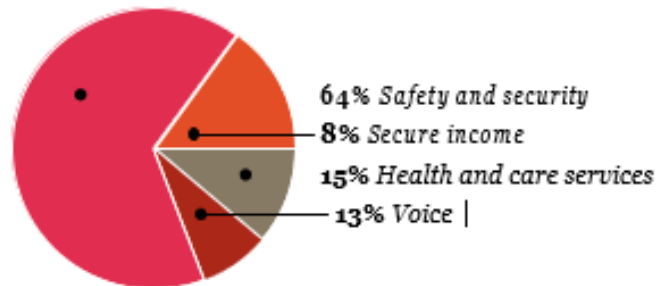
Finances

We have a diverse funding model with significant contributions from our members, governments, agencies and a growing diversification towards private sector and high net worth donors. Our income and expenditure at a glance (data from 2021/22) is below:

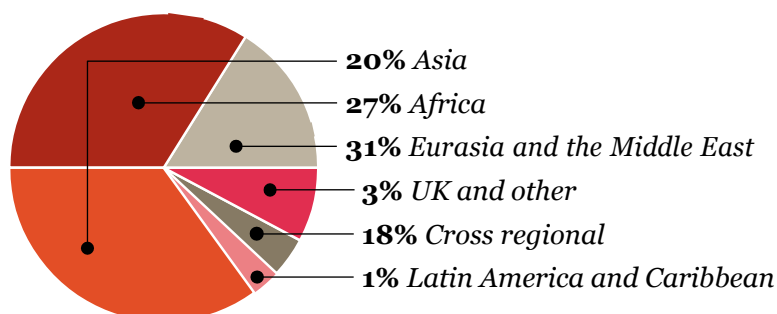
Where our money came from £29.4m



How we spent this money £20.7m



Where we spent this money £20.7m





Malumbo Simwaka/HelpAge International/PA picture

Role description: Chief Executive

HelpAge International is now seeking to appoint a new Chief Executive, as our incumbent Justin Derbyshire steps down after more than six successful years at the helm. We are looking for an experienced, talented and courageous leader, with a passion for our mission and commitment to our strategy. They will bring a track record of leadership in a complex, global organisation with a strong appreciation of international development, humanitarian programmes, and strategic advocacy. They will share our commitment to expand our focus in the Global South while also continuing to support our efforts in low and middle income countries across the world.

They will be a compelling, inclusive and sensitive people leader, inspiring HelpAge International's diverse stakeholders, both internal and external, to address the issues of global aging. This individual will be an effective thought leader and ambassador for the organisation and have a track record of effective resource mobilisation.

Working closely with our staff and Board of Trustees, they will deepen our relationships with network members and partners to deliver our strategy, as well as bring the strategic foresight to identify and seize opportunities that can optimize and enhance achievement of our goals.

Key responsibilities

The Chief Executive will have a clear purpose and a forward-looking agenda. HelpAge International has bold strategic objectives which we will continue to pursue through to 2030 and a strong sense of how we will continue our transformation to a network approach, with partner-led programs delivered locally to achieve our mission across the world. The Chief Executive will be responsible to the Trustees for leading the organisation to deliver this mission and objectives.

The Chief Executive will be specifically responsible for:

Strategic development and leadership

- Leading HelpAge International with care, determination, and passion towards achievement of our vision of a world in which all older people can lead dignified, healthy, and secure lives.
- Ensuring momentum in the delivery, monitoring and review of the organisation's long-term strategy, to ensure that it is achieving its mission and vision, in conjunction with the HelpAge International network members, executive leadership group and the Board of Trustees
- Recommending strategic direction, decisions, approaches and actions to the Board for approval and responsibility for the organisation's achievement of strategy, objectives and targets as agreed by the Board
- Identifying and leading new approaches and innovation that can propel us towards our strategic objectives
- External engagement with stakeholders on our strategic priorities that positions the network for success and impact

Financial and operational leadership

- Ensuring a diverse and sustainable financial base through:
 - strengthening public, institutional, private sector and high net worth donor relationships.
 - ensuring the growth of unrestricted funding support for the HelpAge mission
- Executive oversight of Business, financial and operational management excellence
- Lead, drive and model an adaptive, agile and learning organisational culture that is comfortable with change and seeks to improve performance
- Ensuring that the organisation has the resources (human, material and financial) to make steady progress towards the achievement of its objectives
- Being responsible to the Trustees for the financial and organizational health of the organisation and ensuring effective evaluation, measurement, risk management, and reporting
- Working closely with the HelpAge International Chair to ensure close communication and coordination with the Board and effective Board and Board Committee meetings

People and organisational leadership

- Leading the members of the Executive Steering Group (Senior Management) and wider leadership group, inspiring and motivating them to ensure HelpAge International is a creative, productive, efficient, unified and decisive organisation
- Maintaining a climate that attracts, retains and motivates top quality personnel, identifying and supporting leadership growth
- A people centred leader who is committed to equality, diversity, and inclusion, and fosters a positive, working culture,
- Ensuring excellent communications throughout the organisation, the network, and externally

Stakeholder leadership and communications

- Developing and strengthening excellent relations with, governments, donors, statutory and voluntary bodies, and ensuring that HelpAge International is recognized as a leader in civil society and among various constituencies
- Deepening the effectiveness of our network approach with partners
- Enhancing our profile and public advocacy, to drive achievement of rights of older persons through greater public visibility, policy impact and ever stronger, strategic partnerships.



Person specification

HelpAge International is seeking to attract a leader of exceptional calibre and candidates will be assessed against a robust set of competencies. Candidates will be required to demonstrate experience and achievement against the majority of the following areas:

Knowledge & experience

- Track record of successful, senior executive strategic leadership in a similar or relatable complex, global organisation, likely achieved in the international development / humanitarian, or rights-based advocacy space with a focus on underrepresented populations
- Clear track record of effective executive level operational, financial and people management in a relatable organisational environment
- Evidenced ability to drive both advocacy and humanitarian agendas
- Knowledge and experience of work in the Global South and low- and middle-income countries
- Experience of embedding change and accountability for Diversity, Equity, and Inclusion across an organisation
- A track record of people-centred leadership and of building engaged, agile, high-performing teams
- Excellent communications and a comfort with, and ability to, engage personally in , developing relationships with key partners, supporters, and donors
- Demonstrably strong networking, influencing and stakeholder management skills
- Understanding of compliance mandates, laws, and regulations, both in the UK and 1 other operational bases of HelpAge International

Values and Attributes

- A compelling and engaging communication style that engenders connection, credibility, and trust
- Vision and passion for the human rights, care, support and empowerment of the world's ageing population
- Effective prioritisation, decision-making and delegation skills, alongside sound judgement and underpinned by strong intellectual rigour and creativity
- A leader who is both confident and open to new ideas, both tenacious and resilient
- A recognition of the importance of work life balance, modelling such balance to others in the organisation
- Collaborative and collegial, with an inclusive, listening, empowering approach

Terms of appointment

Location: Flexible but an expectation of significant presence in the UK and for international travel

Remuneration: Competitive

Diversity

HelpAge International is dedicated to creating a diverse and inclusive environment for all its employees/consultants while extending the culture of inclusion into our work.

We believe that our workforce should reflect the wide diversity of the communities we serve, and that diverse voices should be elevated and intentionally integrated into our work. We embrace difference and diversity of identity, experience, and thought, and actively strive for inclusive behaviors across our organization and work regardless of gender, race, disability, age, nationality, ethnic/national origin, sexual orientation, religious beliefs, marital status, pregnancy, social status, and political beliefs.



How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to HelpAge International on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code XBGQB. If you'd welcome a conversation, please do get in touch with us.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on 22nd May 2023.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice

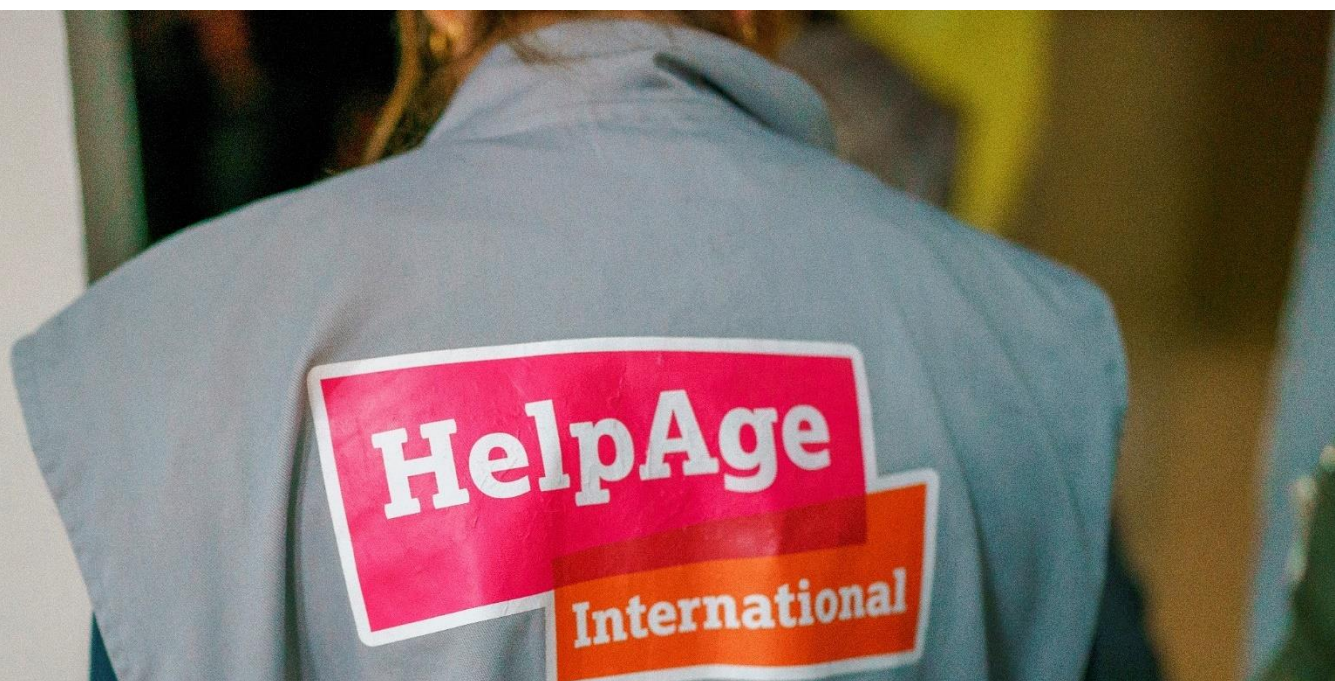
According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

Applicants are asked to provide suitable daytime and evening telephone and email contact details.

Timetable

Shortlisting is expected to be in late June with formal Interviews to take place in early July. Further details will be shared with applicants in due course.

The appointed candidate will need to be able to attend the Board Meeting in Rwanda between October 29th and November 4th.





Saxton Bampfylde

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