



Director of Safeguarding (Maternity Cover)

Position Summary

Global Fund for Children (GFC) is a multinational team of caring and committed individuals who believe in investing in bold ideas to help grassroots organizations deepen their impact and advocate for children's rights.

The Director of Safeguarding (Maternity Cover) will oversee, evaluate, and support the implementation of safeguarding within GFC and ensure it is embedded within the organisational culture. The DoS will play a key role in ensuring safeguarding is integrated into all GFC programs and initiatives, working closely with the programs team to contextualize and implement our safeguarding approach across our four global regions. The DoS will facilitate regular communication with key stakeholders, providing logistical, technical and administrative support across the organization. The DoS is also responsible for ensuring that reported safeguarding-related concerns are handled in a safe and confidential process, certifying adherence to GFC policies and maintaining the safety and security of individuals expressing safeguarding-related matters.

The DoS will work closely with Senior Leadership to incorporate a diverse, equitable and accessible approach to safeguarding across all aspects of GFC's work. This role reports to the Co-CEO. The DoS will also interact with Board members.

Responsibilities

Safeguarding Implementation

- In collaboration with the Senior Leadership Team, ensure safeguarding is a priority, is integrated into GFC's culture and is implemented across all existing and new initiatives.
- Lead efforts to contextualize GFC's approach to safeguarding, ensuring that the experiences of partners and regional teams inform adjustments and tailoring of the framework as needed.
- Ensure GFC is meeting its Charity Commission requirements
- Develop, and manage, a safeguarding risk register, ensuring that this feeds into the GFC Organisational Risk Register that is shared with the Board.
- Maintain an up-to-date awareness of changes in law, regulation and best practice in the area of safeguarding and share relevant changes with the wider team.
- Manage GFC's Safeguarding Team – one ft staff member and consultants
- Support GFC's fiscally hosted partners to ensure safeguarding is implemented and upheld within their work.

Staff Training and Support

- Work with People and Culture team to ensure that safeguarding is integrated into the recruitment cycle, including guidance on pre-employment checks and onboarding.
- Ensure staff are aware of their responsibilities around safeguarding through safeguarding induction for all new staff and consultants.
- Provide regular refresher training for staff and regularly review content to ensure that it reflects changes in practice and legislation.
- Track and maintain up-to-date data and documentation related to Safeguarding training to ensure compliance with GFC's policies.
- Function as a subject-matter safeguarding expert, providing support and advice, and working with staff to identify appropriate solutions and actions to mitigate safeguarding risks.

GFC Programs

- Monitor current and new GFC programs to proactively identify safeguarding risks and coordinate periodic check ins with program leads to ensure the implementation of safeguarding across key programs activities.
- Support GFC programs team to conduct safeguarding due diligence during the pre-grant phase of grant-making.
- Work with the programs team to roll-out safeguarding support and training processes to grantees, providing individualized support to partners as required.
- Ensure safeguarding is integrated into participatory grant making practices and other direct work with children and young people across the organization.
- Support communications around safeguarding, including, but not limited to; blogs, news items and internal and external posts.

Report and response

- Work with People and Culture to promote and ensure that safe, confidential and appropriate channels are in place for internal and external constituents to raise safeguarding and other related concerns.
- Lead responsibility for the case management and response to internal safeguarding incidents, in collaboration with the Co-CEO and other relevant team members.
- Work with the Board Safeguarding Lead(s) to support the reporting of safeguarding incidents to the Board and external bodies, such as Charity Commission.
- Maintain a confidential record of all safeguarding incidents, producing an anonymised annual report that highlights patterns and key learning, ensuring that this informs future practice.
- Work with programs staff to support grantees who have reported safeguarding incidents to ensure that appropriate actions are taken and safeguarding risks are mitigated.

Qualifications

Essential

- At least six years' experience working in a safeguarding capacity in an NGO, or as a practitioner working in child protection or prevention of sexual exploitation and abuse.
- Extensive knowledge of the Charity Commission and international safeguarding standards and regulatory frameworks, and skills in translating them into regional and national contexts.
- Experience of conducting safeguarding investigations.
- Capacity building skills, particularly in conducting training and learning sessions for staff and partner organizations; preference given to those that have experience in doing this remotely and through innovative ways.
- Highly organised and able to work to deadlines.

- Excellent team player with ability to work independently and in collaboration with colleagues at all levels across departments and external stakeholders.
- Demonstrated empathy, communication, listening and interpersonal skills when working with children, young people, and adults who assume multiple identities.
- Ability to deal with confidential and sensitive information.
- Strong intersectional diversity, equity, inclusion, and accessibility (DEIA) knowledge and skills
- Demonstrate passion for safeguarding and commitment to ensuring the highest standards of practice.
- Strong commitment to gender equity, anti-racism, anti-discrimination, decolonisation, and social justice.
- Strong commitment to GFC's mission and values.
- Strong commitment to professional development and continued learning.

Desirable

- Fluent in other languages than English, preferably the languages that are spoken in countries where GFC is operating.
- Experience working with youth-led organisations and groups on safeguarding
- Experience working directly with children and young people

Terms and Conditions:

Contract: 12-month fixed term contract or fixed term consultancy

Hours: 3 days per week

Salary: GFC will offer a competitive salary based on experience level and jurisdictional benchmarking. For UK-based hires the salary range will be £48,000 - £58,000.

Benefits: In addition, GFC offers a generous benefits package for our employees, inclusive of a generous paid-time off and pension plan contributions, flexible schedules, and many opportunities for growth and professional development.

How to apply:

In line with our values of courage, passion and inclusion, to apply for this role, please share your thoughts on the following three questions, along with your CV through the following link: <https://global-fund-for-children.breezy.hr/p/4dbb8bb86712>

1) This is a maternity cover role, so continuity is important from day one. Please describe your experience leading safeguarding within an organisation that funds or operates internationally, and how you've approached getting up to speed quickly with an organisation's partners, grant portfolio, and risk landscape?

2) This role holds ultimate accountability for safeguarding policy and reporting to the Board, including compliance with UK Charity Commission requirements alongside donor-specific safeguarding requirements. What's your experience presenting safeguarding risk to a Board or senior leadership, and how do you approach serious incident reporting obligations?

3) As a global funder, safeguarding standards and norms can vary significantly across the countries and communities where our partners operate. Can you describe how you've approached balancing UK/international safeguarding frameworks with cultural sensitivity and local context for colleagues within the organisation and for Global Partners?

The closing date for applications is August 10th, 2026.

Check us out at www.globalfundforchildren.org.

The Global Fund for Children is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees