

Practical ACTION

Job profile

LEAD – URBAN RESILIENCE



Title	Lead – Urban Resilience
Reporting to	Country Director
Direct reports	None
Group(s)	Would be part of the Country Management Team
Relationships	Regional/Country Teams, Regional Directorate Team, CO Business Development Leads, International programs team and the II&I team.
Financial scope	None
Location	Dhaka, Bangladesh.
Salary & benefits	Gross: BDT 250917(monthly); CTC: BDT 321284 (monthly)
Travel	Considerable travel to country and field offices

Practical Action

ABOUT US

About Us

We are an international development organization putting ingenious ideas to work so people in poverty can change their world.

We help people find solutions to some of the world's toughest problems. Challenges made worse by catastrophic climate change and persistent gender inequality. We work with communities to develop ingenious, lasting and locally owned solutions for agriculture, water and waste management, climate resilience and clean energy. And we share what works with others, so answers that start small can grow big.

We're a global change-making group. The group consists of a UK registered charity with community projects in Africa, Asia and Latin America, an independent development publishing company and a technical consulting service. We combine these specialisms to multiply our impact and help shape a world that works better for everyone.

Our Aims

We help people find solutions to some of the world's toughest problems, made worse by catastrophic climate change and persistent gender inequality. Our aims are to:

- Make agriculture work better for smallholder farmers, many of them women, so they can adapt to climate change and achieve a good standard of living
- Help more people harness the transformational effects of clean affordable energy and reduce avoidable deaths caused by smoke from indoor stoves and fire
- Make cities in poorer countries cleaner, healthier places to live and work.
- Build disaster resilience into the lives of people threatened by hazards – reducing the risk of

hazards and minimizing their impact on lives and livelihoods.

How We Work

We work on holistic solutions that change systems and have a framework to help us achieve our aims:

- Analyse the root causes of a poverty and vulnerability
- Define the change at scale we need to make
- Develop activities along three complementary paths: *Demonstrate, Learn and Inspire*.
 - Demonstrate that our solutions are sustainable in the real world
 - Learn by capturing evidence and adapting our approach
 - Inspire wider support to multiply our impact.

Our Organization

Practical Action is an unconventional, multi-disciplinary change making organization

- A highly innovative community development charity operating in Africa, Asia and Latin America. **Practical Action** community projects use ingenious ideas to design, test, refine and prove new ways to overcome poverty and disadvantage and then ‘open source’ knowledge of what works so that it can be implemented at a greater scale by others.
- A world-class consulting operation that helps socially responsible business, government policy makers and other development organizations. This draws on learnings from our own development work as well as the combined brainpower of a roster of over 2,000 expert consultants. **Practical Action Consulting** helps to extend the reach of our influence by providing the best advice to others, whose work can make a bigger difference.
- A well-respected specialist development publisher. **Practical Action Publishing** brings together development practitioners, researchers and thought leaders to create publications that stimulate discussion, strengthen peoples’ capabilities and inspire sustainable change.

About the Role

The Lead - Urban Resilience will be based in Dhaka, will play a pivotal role in advancing Practical Action's Change Ambition on Urban Resilience, supporting people living in urban slums and low-income communities to survive, adapt, and thrive in the face of chronic stresses and acute shocks. The role will primarily support the Bangladesh Country Office and Practical Action Consulting(PAC) while also strengthening the Cities portfolio across the country focusing on partnerships, strategic development, and external engagement. Based on satisfactory performance and the evolving needs of the organization, this role has the potential to expand into a regional position, providing broader leadership across multiple country offices within the region.

Key responsibilities include leading the design and development of impactful, fundable programs on urban resilience; supporting country teams to craft strategic plans that are context-specific yet aligned with global goals; and building Practical Action's profile through active representation at high-level forums and networks. The Urban Resilience Lead will coordinate global learning and innovation efforts, gathering evidence of impact and driving organizational influence through strategic campaigns and fundraising initiatives. Additionally, the role will ensure that gender equality and social inclusion are integrated across all activities and will contribute to internal capacity building efforts by collaborating with teams across regions to enhance skills, knowledge, and programmatic approaches. The role demands strong leadership, external networking, and strategic thinking to translate Practical Action's vision into measurable, lasting change across Bangladesh.

Key Responsibilities

Strengthening Organisational Profile

1. Develop strategic business plans for achieving change ambitions considering national, regional and global context and priorities, and analysing cultural, political and economic factors - using a system thinking approach.
2. Provide thematic thought leadership to the regional programme, including country offices in the region focusing on Urban Resilience.
3. Participate and contribute to the national and regional discourse on policy and practice in the field of urban resilience for transforming the lives of the poor.
4. Represent Practical Action internally and externally on strategic matters related to the change ambition.
5. Actively contribute to the development of our brand essence and positioning
6. Provide leadership on innovation, business modelling, gender and social inclusion, community and stakeholders engagement.
7. Ensure that a transformative gender approach is integrated in all of our work.
8. Lead Advocacy and Knowledge Management strategies and initiatives to leverage change in line with Practical Action's ambitions, linking national and global change ambitions for achieving maximum impact.
9. Drive for evidence and internal/external learning to support the change ambition, widen our impacts in line with the Practical Action Framework for Change.
10. Provide leadership for compelling storytelling that demonstrates impact.
11. Report on progress towards change ambition and our contribution / impact.
12. Develop and nurture strategic relationships and partnerships with ministries, departments and their large-scale programmes/portfolios, research and academic organisations, network/alliances/societies

to advance the change ambition. Also include relevant strategic partners including UN organisations, development banks, research and academic institutes, network/alliance/cluster as relevant.

Business Development

1. Provide technical leadership to innovate technologies, business models and systems, developing strategic relationship with partners, contribute to proposal writing, review and comments aligning the Strategic Business Plan.
2. Support the development of quality proposals by contributing relevant thematic leadership and innovation to inform programme design.
3. Manage effective strategic relationships with large scale donors, governments, and relevant groups.
4. Guide and influence marketing and business development of Country Offices and Practical Action Consulting

Delivering Performance as One Practical Action

1. Provide technical assistance to the programme/ projects and Practical Action Consulting (PAC) under respective goal/ sub-goals.
2. Provide feedback to ensure quality and integration of technical approaches in delivery.
3. Design and organize capacity building training for Programme Staff in the COs in relation to urban resilience.
4. Donor relationships for large scale and/or complex projects.

Leadership, Management and People

1. Promote an organisational culture for learning and achieve change at scale, beyond our work.
2. Serve as a key member of the Regional Management Team providing strategic input into organisational direction.
3. Manage, support and lead subject matter specialists to achieve change ambitions, encouraging consolidated ways of working with other units in the COs – especially programme delivery and business development.
4. Take time to build team capacities related to systems thinking, gender and the Framework for Change.
5. Demonstrate and actively enable team Learning & Development including approaches such as coaching, mentoring, peer learning and reflection activities.
6. Proactively support the professional growth of team members/others by offering quality feedback and opportunities to progress and grow.
7. Foster a culture of collaboration and common ambition as One Practical

Organizational Policies, Safeguarding and Code of Conduct

1. Ensure that the role is delivered in compliance with organisational policies on Safeguarding, Diversity and Dignity at work and the code of conduct.
2. Responsible for gender responsive behaviour in all actions and decisions.
3. Ensure non-discriminative behaviour based on gender, age, sex, race, ethnic background, culture, disability, nationality, religion and marital status.
4. Be sensitive and adaptable to gender and social inclusion.

Experience, Knowledge & Skills

- At least 15 years of work experience in urban resilience in the industry
- Master's degree in a relevant field such as: Urban Planning, Urban Resilience, Environmental Studies, Civil or Environmental Engineering,
- Familiar and experienced in engagement for developing/updating National Policies, Strategies, Guidelines, Acts on Waste Management, Sanitation, Urban and Energy Sector and biggest stakeholders and their large-scale projects/programs.
- Regional and International Experience in the sector is not mandatory but will carry an extra value.
- Ability to design large scale, long term and cross sectoral program for fundraising.
- Ability to represent the organization and Practical Action's work.
- Excellent report writing, analytical and communication skills.
- Excellent oral presentation skills and in-depth knowledge and experience in major donor reporting requirements.
- Excellent ability to work with a cross-functional/cultural team.
- Ability to work independently, manage multiple tasks and set priorities.
- Commitment to development principles and Practical Action's vision, mission and ambition.
- Experience working with technology and innovation will be an added advantage.

We treat all applications for employment on their merits and do not take into consideration any factors that are not relevant to the job such as gender, race, religion, ethnic or national origin, caste, tribe, belief, age, marital status, pregnancy, caring responsibilities, sexual orientation, or disability. Practical Action is committed to safeguarding and protecting children and vulnerable adults and as such candidates will be subject to pre-employment checks including criminal checks and terrorist financing. As part of SEEDs commitment to safeguarding we are a member of the Inter-Agency Misconduct Disclosure Scheme. This will mean that we ask your references to comment on any disciplinary investigations undertaken as a result of safeguarding concerns that resulted in disciplinary action. SEED will also ask you for additional references if the references you provide do not cover the past five years of employment.