



INTDEV Connect

Role	Chief Policy and Advocacy Officer (CPAO)
Location	Remote in Europe or USA (with flexibility to be proximate to major multilateral institutions, donors, and policymaking bodies)
Reports To	C-suite
Direct Reports	Policy/Advocacy Leads x 2
Deadline	31st December 2025

About INTDEV Connect

INTDEV Connect is a leading global management consultancy that partners with non-profits, social enterprises, grant-makers, and public and private sector organisations to maximise impact, secure funding, and drive digital innovation.

Since 2012, our diverse team of strategists, creatives, and technologists has helped clients turn challenges into opportunities. From strategic growth planning to digital transformation, we deliver end-to-end solutions that empower organisations to scale their influence, enhance operations, and future-proof their success.

Headquartered in London with a global reach and backed by 100+ years of collective expertise, we are committed to helping mission-driven leaders connect with opportunities, amplify their impact, and tell their stories with confidence.

Our Mission

- **Unlock Potential. Drive Impact. Deliver Results:** We work at the crossroads of strategy, technology, and social purpose to help private, public, and non-profit organisations grow and make a bigger impact. From digital products to AI, strategy to operations-we deliver insight and execution under one roof.
- **From Vision to Victory:** We don't just deliver services-we co-create success stories. Our approach blends deep sector expertise, rigorous analysis, and creative thinking to craft tailored solutions that work. From concept to completion, our end-to-end services meet our clients and partners where they are-and take them where they want to go.
- **Make things better by helping our clients do better:** No matter the sector, scale, or stage, we are a strategic partner for growth and impact.

Our Values

- **Integrity:** We are values-led, impact-oriented and ensure inclusion is woven into every aspect of our work
- **Courage:** We engage with empathy, collaborate with transparency, and approach challenges with openness
- **Accountability:** We take ownership of our work and deliver measurable improvements



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Our EDI Statement: INTDEV Connect is an equal opportunity employer. We maintain a zero-tolerance policy toward discrimination of any kind—including age, race, gender identity, religion, disability, neurodiversity, sexual orientation, or any other protected characteristic—across all aspects of our business.

We take pride in fostering a workplace where every employee is valued, respected, and empowered to succeed. Our commitment extends to delivering accessible and inclusive services for all our clients and partners.

Role Overview

INTDEV Connect is seeking a dynamic and influential leader to architect and drive our policy and advocacy work. The Chief Policy and Advocacy Officer (CPAO) will be our strategic authority on shaping global policy narratives, leveraging deep sector expertise to influence legislation, unlock funding, and position INTDEV Connect and its clients as thought leaders.

The CPAO will design and execute high-impact advocacy strategies, build powerful multi-stakeholder coalitions, and craft compelling narratives that translate complex data into actionable policy insights. You will serve as a key spokesperson and representative at global forums, directly engaging with high-level policymakers, donors, and multilateral agencies to drive systemic change on critical issues such as health, gender justice, education, protection, and climate change.

The ideal candidate is a seasoned professional with a proven track record in senior advocacy leadership, deep expertise in navigating complex political environments, and a passion for deploying strategic influence to solve the world's most pressing challenges.

Key Responsibilities

While responsibilities will vary based on client and organisational needs, core duties include:

1. Strategic Advocacy and Influence

- Develop and lead the execution of integrated policy and advocacy strategies for INTDEV Connect and its clients, designed to influence key decision-makers and unlock large-scale funding opportunities.
- Conduct robust political economy and stakeholder mapping analyses to identify leverage points and pathways for systemic change.
- Position clients as authoritative thought leaders in their sectors through targeted advocacy, high-level engagements, and strategic communications.

2. Coalition Building and Management

- Forge, manage, and strengthen powerful multi-stakeholder coalitions and strategic alliances among NGOs, public sector agencies, private entities, and civil society organisations.
- Foster collaborative action to amplify advocacy efforts, build consensus on key policy issues, and present a unified voice to policymakers and funders.

3. Narrative and Content Development



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- Lead the creation of compelling, evidence-based policy briefs, reports, position papers, and campaign messaging that distil complex programme data and research into clear, persuasive, and actionable insights.
- Ensure all advocacy outputs are of the highest quality, grounded in robust evidence, and tailored to specific target audiences, including policymakers, bilateral/multilateral agencies, and funders.

4. High-Level Stakeholder Engagement and Representation

- Serve as a principal spokesperson and representative for INTDEV Connect and its clients at senior-level global forums, policy dialogues, and media engagements.
- Build and maintain strategic relationships with key influencers, including policymakers, government officials, bilateral and multilateral agency representatives, and institutional donors.
- Secure high-profile media coverage and speaking opportunities to advance strategic objectives and enhance organisational visibility.

5. Business Development and Client Engagement

- Collaborate with the C-suite to identify, qualify, and respond to relevant Requests for Proposals (RFPs) and funding opportunities related to policy, advocacy, and communications.
- Act as a senior advisor to clients, providing expert guidance on policy landscapes, advocacy strategy, and stakeholder engagement to maximise their impact and influence.

Core Competencies & Skills

- **Strategic Advocacy:** Proven ability to design and execute high-impact, evidence-based policy and advocacy strategies that influence legislation and secure funding.
- **Coalition Building:** Exceptional skill in building, managing, and mobilising diverse, multi-stakeholder coalitions and strategic alliances for collective impact.
- **Political Acumen:** Deep understanding of global policy processes, multilateral systems, and donor priorities, with the ability to navigate complex political environments.
- **Influential Communication:** Superior written and verbal communication skills, with a proven ability to craft compelling narratives, policy briefs, and reports for high-level audiences.
- **Stakeholder Engagement:** Demonstrated experience as a effective spokesperson and negotiator with senior policymakers, donors, and media.
- **Collaborative Leadership:** Superior cross-functional skills to partner with:
 - o CIFO on aligning advocacy efforts with innovative financing mechanisms.
 - o CCO on integrated communications and campaign strategies.
 - o CPGO & CSO on growth strategy and client engagement.

Qualifications & Experience

- Advanced degree in Public Policy, International Relations, Development Studies, Political Science or a related field.
- 15+ years of experience in senior policy, advocacy, or government relations roles, with a substantial portion within the international development or non-profit sector.
- Proven track record in:
 - o Successfully influencing national or international policy and legislative processes.



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- Building and leading powerful multi-stakeholder coalitions on issues such as health, gender, education, or climate change.
- Securing high-level meetings and serving as a principal spokesperson with major multilateral institutions, government bodies, and donors.
- Designing and managing complex advocacy campaigns and producing high-quality, influential policy analysis and briefs.
- Deep familiarity with global policy frameworks and institutions (e.g., UN systems, OECD, G7/G20, COP processes).
- Experience operating in complex, politically sensitive, or fragile contexts is highly desirable.

Performance Metrics

- **Policy Influence:** Documented instances of policy change or legislative influence attributable to advocacy strategies.
- **Coalition Strength:** Number and strategic value of new multi-stakeholder partnerships and coalitions formed and activated.
- **Funding Unlocked:** Value of new funding opportunities identified and secured through advocacy efforts.
- **Strategic Engagement:** Number and level of high-profile stakeholder engagements, media placements, and speaking opportunities secured.
- **Client Satisfaction:** % of positive feedback from clients on strategic advisory, representation, and advocacy support.

Compensation & Benefits

For INTDEV Connect-Led Contracts:

- **Remuneration:** Compensation is structured on a per diem/contract basis, with daily rates typically ranging between US\$300 – US\$725, depending on contract value and location.
- **Hourly Rate Calculation:** If applicable, hourly rates are determined @ (Last drawn salary + 25% benefits) / Total billable hours.
- **Additional Allowances:** If applicable, travel expenses and Daily Subsistence Allowance (DSA) will be paid in accordance with INTDEV Connect's travel policy.

For Independently Led Consultant/Expert Contracts:

- INTDEV Connect applies a 5% administrative fee on the total contract value.

Join Us in Driving Transformational Change! To apply submit your CV (max 2 pages – 4 sides) and a short cover letter (1 page – 2 sides) to hr@intdevconnect.com