Cash practitioner development programme
Strengthening Cash Based Assistance programming expertise
ABOUT THE PROGRAMME

Across the Red Cross and Red Crescent movement, there is a widely held recognition that there is a chronic lack of cash expertise that has the confidence to assess, design and implement scalable cash. The British Red Cross Cash Practitioner Development Programme (CPDP) aims to address this shortage by expanding and developing a ready pool of cash experts. Piloted in 2018, the programme is intended to expand the ready pool of cash experts available to deliver humanitarian cash based assistance, and to strengthen the community of qualified practitioners with up-to-date skills in all areas of cash programming. The programme takes the form of a one-year structured learning and development programme.

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Over the one year, participants learning schedules will be tailored to their personal experience to date and learning needs that are identified. A cash mentor will work with individuals to design a cash learning plan which they will follow and update throughout their programme. Learning is significantly based on learning through work activities, so they can expect to learn experientially, and then review and evaluate their learning after every project.

The Cash Practitioner Development Programme incorporates a range of learning modalities including:

- Cash learning plan to track learning progress and schedule learning activities
- Deployments to provide essential opportunities for work-based learning
- Cash learning log and continued professional development portfolio
- A mentor to provide regular advice, support and feedback throughout the programme
- Access to a range of self-directed and formal learning
- Assignments and a structured reflective process
- Sector-recognised accreditation
- Accountability and practice project – a real time inquiry into practice

The purpose of CPDP deployments is to provide opportunities for work-based learning for CPDP learners. Deployments are typically 6 weeks in duration, and are structured according to the nature and level of expertise required for successful completion of the assignment. Deployments are matched to the individual’s learning needs in accordance with their approved cash learning plan.

A small number of suitably qualified and experienced individuals will join the pilot programme, who are from a variety of backgrounds, cultures and geographic locations. Participants will be high potential and skilled mid-level humanitarian professionals who are seeking to enhance their cash assistance expertise.

**Potential participants will have:**

- Working experience from the field
- Experience in programme management
- Strong communication and facilitation skills
- Willingness and ability to undertake a maximum of 3 deployments of approx. 6 weeks
- Ability to spend the equivalent of at least 1 day per week undergoing training activities.

In close cooperation and coordination with the British Red Cross and other national societies they will work with planning, implementation and monitoring of cash activities, including contributing to:

- Planning and implementation of cash distribution
- Implementing post-distribution monitoring surveys
- Development and implementation of feedback and complaints mechanisms
- Planning and implementation of technical trainings for beneficiaries (e.g. business plan training)
- CTP data collection and analysis, as well as reporting
- Development of case studies on CTP
- Documentation of good practice and lessons learned
ABOUT YOU

Applicants will be assessed against the following criteria during the application process:

- Completed Practical Emergency Cash Transfer (PECT) training
- Experience of working in development, delivery, coordination or advisory of disaster management activities
- Professional experience in providing support to the setting up of a cash distribution and support to the implementation of a CTP
- Experience working in at least two different field work context and/or extended field visits
- Experience working with financial systems
- Professional experience in programme management including planning and monitoring
- Relevant university degree (minimum bachelor level), e.g. International Development, Economics, Business or related studies
- Security management training and/or experience
- Fluent spoken and written English
- Experience working with the Red Cross Red Crescent Movement

The British Red Cross will cover costs of the programme to include:

- Training fees
- Mentoring
- Costs of international travel
- Costs of in-country accommodation and transportation for training and deployments
- Reasonable out of pocket in-country expenses
- PHAP accreditation

Depending on level recruited to, expenses may not cover visas, insurance, vaccinations, laptops and phones.
BENEFITS AND SUPPORT

Being part of the programme will further participant’s development in a number of ways. They will have the opportunity to:

- Experience working alongside cash and market specialist
- Gain crucial hands on experience working in cash and markets context
- Gain experimental learning combined with classroom learning
- Develop competencies and skills at a new level
- Work independently on specific projects to further own learning and development
- Gain experience on deployments of working in different counties, learning new languages and meeting new people
- Access to a wealth of knowledge
- Network of Cash Practitioner Development Programme Alumni

COMPETENCIES

CPDP participants will build on existing knowledge and understanding to many aspects of cash building to become technical experts, where they will demonstrate that they can create and lead on all aspects of a cash assistance programme. The programme focuses on strengthening individual expertise in four main areas: Technical Competence, Professional Competence, Organisational Understanding, and Application in the Humanitarian Context. These four areas of competence have been identified as essential to meet the identified movement Cash Competency Framework.
WHAT HAPPENS AFTER THE PROGRAMME?

The programme is intended to produce graduates who go on to work in Cash Assistance programmes for the Red Cross and Red Crescent Movement. Upon successful completion of the programme, graduates will be invited to participate in a ‘graduation’, a face-to-face event where their success and achievement are celebrated and their transition to Alumnus status is marked. They will receive a ‘welcome pack’ for Alumni orientating them to the cash learning community, and be inducted to the British Red Cross Cash Delegate register.

Participants will be expected to remain within the Red Cross and Red Crescent Movement for two years after completion. If the participant exits the programme or the Movement within two years, a repayment process will apply.
To find out more about becoming a CPDP participant, please contact CashSchool@redcross.org.uk, where the Cash School Adviser would be delighted to answer your questions and tell you more.

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