



Cash practitioner development programme 2023

Strengthening cash and voucher
assistance expertise

CashHub

About the programme

Across the Red Cross and Red Crescent Movement, it is widely recognised that there is a lack of cash expertise that has the confidence to assess, design and implement scalable cash.

The Cash Practitioner Development Programme (CPDP) aims to address this shortage by supporting, expanding and developing individuals to integrate cash skills into everyday work.

This unique programme, piloted in 2019, with a second cohort in 2021, aims to strengthen the community of qualified practitioners with up-to-date skills in all areas of cash expertise.

The programme takes the form of a 6 - 18 month structured learning and development programme building on expertise that the prospective participant has already gained. Learning activities include online and other conventional training, through actionable learning, deployment experience and mentoring that

is specifically tailored to each participant's needs to improve on specific cash competencies.

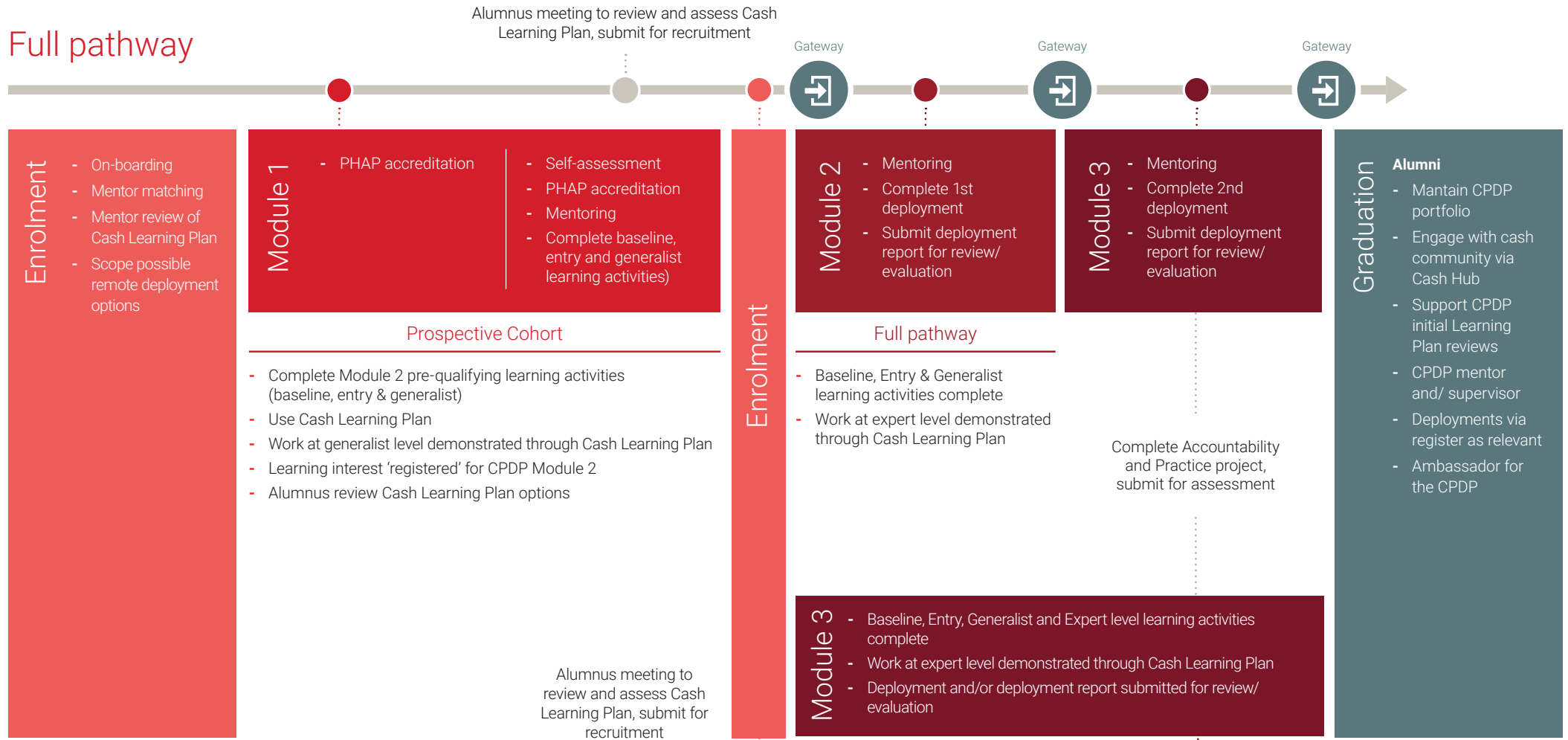
There are multiple learning pathways available to applicants, dependent on experience. During the recruitment process, applicants will be selected to move into a full pathway or an accelerated pathway. Those who do not meet the requirements of the full pathway may be invited to join a prospective cohort community to support their development for future rounds of recruitment.



CPD Learning pathways/timeline

Recruitment - Prospective Cohort, Full pathway or Accelerated pathway

Full pathway



Accelerated pathway

- Baseline, Entry, Generalist and Expert learning activities complete
- Work at expert level demonstrated through Cash Learning Plan
- Post-deployment reports & PHAP accreditation
- Fast track to Module 3



Tools

Over the course of the programme, participants' learning schedules will be tailored to their personal experience to date and learning needs that are identified through a comprehensive cash competency framework. The Cash Practitioner Development Programme incorporates a range of learning modalities including:

- In person welcome training to engage community, and build a common understanding of the programme, tools, people and processes.
- Induction into NORCAP, with potential for deployment alongside a CashCap expert.
- A mentor to provide regular advice, support and feedback throughout the programme.
- Cash learning plan to track learning progress and schedule learning activities.
- Deployments to provide essential opportunities for work-based learning, (one or two 6-week deployments).
- Sector-recognised accreditation through the International Association of Professionals in Humanitarian Assistance and Protection (PHAP).
- Access to a range of self-directed and formal learning.
- HPass certification.
- Monthly interactive webinars on a range of CVA topics with fellow CPDP practitioners.
- Cash learning log and continued professional development portfolio.
- Assignments and a structured reflective process.
- Accountability and practice project – a real time research inquiry into practice.



About you

The 2023 CPDP is seeking a small number of suitably qualified and experienced individuals within the RCRC Movement to join this programme.

We will be seeking individuals from a variety of backgrounds, cultures and geographic locations. Because the programme focuses on actionable learning through deployments to strengthen specific competencies and level of cash expertise, ideal candidates will already have achieved significant knowledge of CVA through their work and online courses already widely available.

Those selected will be able to demonstrate their potential to grow in cash expertise in various roles supporting implementation to the ability to design, deliver and lead in specific aspects of cash assistance. Participants will have sufficient knowledge to be deployable and gain further insight as a result of being exposed to real time experience and learning.

The 2023 cohort of the CPDP aims to integrate CVA more widely in sectoral and disaster management programmes. Individuals will be prioritised if they are:

- National Society non-CVA focal points who are looking to start a CVA response in their NS or undertake CVA preparedness activities who have transferable programme management/sectoral/IM/finance experience but who lack technical CVA knowledge/experience.
- National Society CVA programme staff and focal points who have significant experience in CVA response, but who would benefit from knowledge and experience of another context and/or practical experience in a specific area of a CVA response (for example, market analysis, feasibility study, MEB development, data management etc).

What you'll work on:

In close cooperation and coordination with the Cash Hub and other National Societies you will work with planning, implementation and monitoring of cash activities, including contributing to:

- Support preparing for potential disaster scenarios and CVA responses
- Monitoring potential disasters and the risks they pose for vulnerable households and communities that may require humanitarian assistance
- Assessing the impact of a disaster, vulnerabilities, needs and the appropriateness of cash in specific contexts
- Planning, implementation and monitoring of cash distributions
- Implementing post-distribution monitoring surveys and reconciliation of cash flows
- Development and implementation of feed-back and complaints mechanisms for accountability, engagement with communities and to maximize impact/effectiveness
- Planning and implementation of technical trainings for communities
- Assess risks in program design, monitor and manage cashflow to minimise risk, and design reconciliation processes
- CVA data collection and analysis, as well as reporting
- Development of case studies on CVA
- Documentation of good practice and lessons learned
- Project management support, risk analysis, mitigation strategies and contingency planning



Experience you'll already have:

The CPDP is specifically seeking those with the most potential to grow their cash expertise through experience-based learning, primarily in diverse, challenging cash deployments.

Applicants will already have a general level of CVA knowledge, but show potential to advance their level of experience and will have:

- RCRC Movement experience
- Worked with disaster management (DM) for assessing, targeting and designing emergency responses and supporting adoption of cash systems
- Been involved in preparing for disaster responses
- Working deployment experience directly with cash or through relevant operational support
- Experience in humanitarian programme management and design
- Strong communication and facilitation skills
- Flexibility to deploy to regions most relevant for strengthening core cash competencies
- Willingness and ability to undertake a maximum of 2 deployments of approx. 6 weeks each
- Ability to spend the equivalent of at least 1 day per week undergoing training activities.
- Gained cash specific skills and knowledge through courses that have been completed or near completion



Application criteria

Preference will be given to National Societies who are involved in or engaged in CVAP or a response integrating cash. Applicants should be able to demonstrate their readiness to learn from deployments and will be assessed against the following criteria during the application process:

- Achievements/accomplishments in cash learning activities and courses
- Professional experience in providing support to the setting up of a cash distribution and support to the implementation of a CVA
- Experience working in different field work contexts and /or extended field visits in:
 - Development, delivery, coordination or advisory of disaster management activities *and/or*
 - Key sectors e.g., health, LLH, FSL, WASH, shelter *and/or*
 - Support services to a CVA e.g., finance, logistics, legal, data management, procurement
- Completed Practical Emergency Cash Transfer (PECT) training
- Professional experience in programme management including planning and monitoring
- Security management training and/or experience
- Fluent spoken and written English, although mentoring may be provided in French, Arabic or Spanish
- Experience working with the Red Cross Red Crescent Movement

The Cash Hub 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



Application process

Applicants should first submit their CV and cover letter to cashschool@redcross.org.uk

The cover letter should address the following:

- Motivation and experience for how the application criteria have been met
- Confirmation and agreement of line manager approval (line managers will be contacted in the next step of the application process)
- Commitment to identify placement opportunities for other applicants on the programme
- Commitment to support the signing of an agreement following successful selection

Following initial application process, there will be an online assessment and a technical interview. Participants will be selected based on the selection criteria in this guide.

Applicants who do not yet match the criteria but are interested in enrolling in a future CPDP, may be invited to join a prospective cohort for future rounds of the programme. Applicants would be able to use the cash learning plan to record learning progress and set learning goals in CVA, thereby strengthening preparations for a future CPDP.

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:



Contact details

To find out more about becoming a CPDP participant, please contact CashSchool@redcross.org.uk, where the Cash School Manager would be delighted to answer your questions and tell you more.

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