



---

# Cash practitioner development programme 2020

---

Strengthening cash and voucher assistance expertise

2020 - 2021

**CashHub**





# About the programme

Across the Red Cross and Red Crescent Movement, it is recognised that there is a chronic 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 National Society work.

This unique programme, piloted in 2019, 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 12 - 15 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.

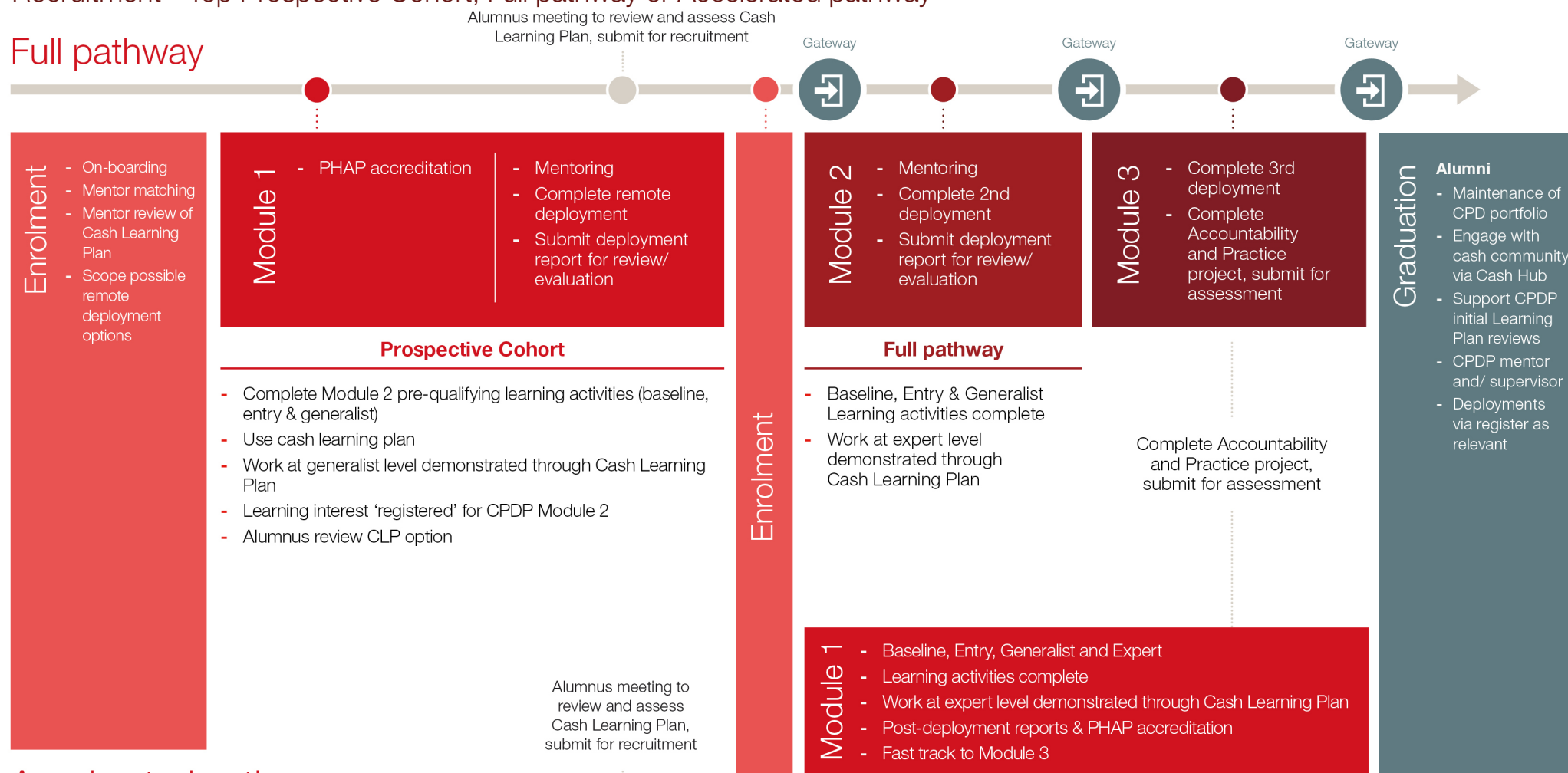
There are multiple learning pathways available to applicants, dependent on experience. During the recruitment process, applicants will be selected to move into a full pathway or an accelerated pathway. Those who do not meet the requirements of the full pathway may be invited to join a prospective cohort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

Adaptations have been made for the 2020 - 2021 programme, following the COVID pandemic and current travel restrictions. Elements of the programme have been moved online or will be delivered remotely.

# CPD Learning pathways/timeline

Recruitment - Top 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

Gateway

# 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:

- Virtual welcome training to engage community, and build a common understanding of the programme, tools, people and processes **(1 day)**
- A mentor to provide regular advice, support and feedback throughout the programme **(6 days approx)**
- Induction and recruitment into NORCAP **(2 days)**, with potential for deployment via CashCap
- Cash learning plan to track learning progress and schedule learning activities
- Deployments to provide essential opportunities for work-based learning, likely to be remote due to COVID related travel restrictions **(between one and three 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, likely to be virtual due to the COVID pandemic until travel restrictions are lifted **(15 days approx)**
- 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 **(5 days)**

# About you

The 2020 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. You will be a skilled, mid-level, humanitarian professional seeking to enhance your cash assistance expertise in order to be able to assess and respond rapidly with CVA.





## What you'll work on



In close cooperation and coordination with the British Red Cross 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 beneficiaries (e.g. business plan training)
- 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 who are engaged in cash uptake within a National Society and with the most potential to grow their cash expertise. 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 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 3 deployments of approx. 6 weeks each.
- Gained cash specific skills and knowledge through courses that have been completed or near completion

## About you [continued]



## Application criteria

Preference will be given to National Societies who are involved in or engaged in Cash Preparedness 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 at least two different field work context and/or
- Experience of working in development, delivery, coordination or advisory of disaster management activities
- Completed Practical Emergency Cash Transfer (PECT) training (desirable)
- 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 or Spanish
- 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

## Application process

Applicants should first submit their CV and cover letter to [cashschool@redcross.org.uk](mailto:cashschool@redcross.org.uk) by **Monday 12th October**. 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 that an MOU will be signed 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 to better integrate cash into everyday activities, where they will demonstrate that they have progressed through the cash competency framework. The programme focuses on strengthening individual expertise in four main areas:







## Contact details

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

### British Red Cross

44 Moorfields  
London  
EC2Y 9AL

Tel 020 7877 7106  
Fax 020 7562 2055

The British Red Cross Society, incorporated by Royal Charter 1908, is a charity registered in England and Wales (220949), Scotland (SC037738) and Isle of Man (0752).

Photo © Shourov Sobahan / IFRC