



Cash Practitioner Development Programme CPDP 2026

Building global expertise in
humanitarian cash assistance

CashHub

CashSchool

What is the CPDP?

The Cash Practitioner Development Programme (CPDP), hosted by the British Red Cross, was piloted in 2019 with subsequent cohorts in 2021 and 2023. It develops a global pool of experts equipped with the latest knowledge and practice in cash assistance. A key focus is strengthening the leadership and technical capacity of National Societies, ensuring expertise is rooted locally and aligned with the humanitarian reset's vision of localisation.

- Accredited by the Chartered Institute of Personnel and Development (CIPD) and the Learning and Performance Institute (LPI)

The CPDP offers participants a structured 6–18 month learning journey, combining theory and practice through:



Technical
training



Mentoring and
peer support



Practical learning
deployments



Reflective
practice



- Shortlisted for People Development Programme of the Year (Not-for-Profit) at the Learning and Performance Institute (LPI) Learning Awards 2025 and 2026

Programme Highlights

- ✓ Modular, flexible curriculum (online and field based)
- ✓ Personalised learning plan guided by a mentor
- ✓ Embedded mentoring support
- ✓ 1-2 learning deployments each 6 weeks in length
- ✓ Deployments aligned with practitioners' individual learning objectives to strengthen expertise
- ✓ Full programme will be delivered in English with mentoring available in additional languages: French, Spanish and Arabic
- ✓ Translated and accessible Cash School learning materials: French, Spanish and Arabic (*However please note that 3rd party trainings, learning materials may not be translated*)
- ✓ Cash School digital platform to track your progress
- ✓ Cash learning log and CPD portfolio
- ✓ Monthly interactive webinars on a range of cash topics
- ✓ Sector recognition (CIPD and LPI)

Deployment opportunities are designed to reinforce local capacity, enabling practitioners to drive cash preparedness and response in their own National Societies.

Learning Pathways

There are multiple learning pathways available to applicants, dependent on experience. During the recruitment process, applicants will be selected for the full pathway (18 months) or an accelerated pathway (6 months).

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.



Programme Tools

The Cash Practitioner Development Programme offers a personalised learning journey, tailored to each participant's prior experience and identified development needs through a comprehensive cash competency framework. The programme integrates a diverse range of learning modalities and tools, including:

- + A welcome training to establish a shared understanding of the programme's objectives, tools, stakeholders, and processes.
- + Structured induction into the programme including an orientation of the Cash School digital platform (designed to navigate you through the programme pathway and track progress).
- + An introduction to partner organisation CashCap¹
- + Potential deployment alongside an experienced CashCap expert
- + Dedicated mentoring provision with ongoing guidance, support, and feedback throughout the programme.
- + Individualised cash learning plans to monitor progress and schedule targeted learning activities.
- + Work-based learning opportunities.
- + Access to a broad spectrum of learning resources, both self-directed and formal learning options.
- + Monthly interactive webinars covering a range of cash topics, delivered in collaboration with fellow CPDP practitioners.
- + Cash learning log and CPD portfolio, supporting reflective practice and ongoing professional development.
- + Structured assignments and reflective exercises to deepen learning and critical thinking.
- + Accountability and practice project, involving a real-time research inquiry into practical cash application.

¹ CashCap is a part of NORCAP, the Norwegian Refugee Council's global provider of expertise to the humanitarian, development and peacebuilding sectors.

Impact So Far



35 CPDP graduates from 28 countries



58 learning deployments completed



100% of practitioners reported increased confidence



Alumni now lead cash responses across all regions



Practitioners influence national and international cash strategies

These results illustrate CPDP's role in advancing localisation by equipping practitioners from 28 National Societies with the skills to lead responses in their own contexts, shifting decision-making closer to affected communities.

Programme Focus

Participants will develop practical and strategic skills in:

- ① Disaster preparedness and cash response
- ② Risk monitoring and feasibility assessments
- ③ Distributions and post-distribution monitoring
- ④ Managing cash flows and reconciliations
- ⑤ Feedback and complaints mechanisms
- ⑥ Delivering technical trainings
- ⑦ Data collection, analysis, and reporting
- ⑧ Documenting lessons learned and case studies
- ⑨ Project management and contingency planning

Alumni Reflections



"I feel more confident to engage in strategic discussions within Cash and Voucher Assistance (CVA), as I have built a larger understanding of what a cash transfers programme consists of."

— *Flavia Fernandez Silva, CashCap / NORCAP*

"The CPDP is a transformative and enriching journey that equips participants with both theoretical and practical skills in cash programming."

— *Prisca Waluza Chisala, Malawi Red Cross Society*

"Applying to the CPDP programme was a way to further diversify my CVA skills and ensure I could contribute more effectively to both response and preparedness."

— *Dante Moses, Dominica Red Cross Society*

"Since completing the CPDP, my career has evolved significantly: I have acquired solid expertise in CVA, increased responsibilities, and a more strategic vision of CVA."

— *Abdoulaye Diarra, Mali Red Cross Society*



"What drew me most to the CPDP was its unique blend of theory and practice, brought together in one well-structured programme."

— *Burak Akar, IFRC Türkiye*

Why should you be a part of the Cash Practitioner Development Programme?

- 1 Develop skills to lead cash operations in complex humanitarian contexts
- 2 Gain hands-on experience through strategic deployments
- 3 Access inclusive and accessible learning, tailored to diverse needs
- 4 Join a global network of cash experts and alumni
- 5 Contribute to the humanitarian reset by building sustainable, localised expertise that strengthens both your National Society and the wider Movement
- 6 Influence policy and strategy within the Movement



Practitioner profile:

The 2026/2027 Cash Practitioner Development Programme is seeking a small cohort of individuals from across the Red Cross and Red Crescent Movement. We welcome applicants from diverse backgrounds, cultures, and regions.

Ideal candidates will:

- + Have foundational knowledge of cash assistance through professional experience or learning
- + Be ready to deepen their expertise through hands-on deployment
- + Show potential to progress from supporting to leading and designing cash interventions

We especially encourage applications from:

- + **Non-cash focal points** in National Societies starting cash responses or preparedness, with transferable skills in programme management, IM, finance, etc.
- + **Programme staff/focal points** with experience who seek exposure to new contexts or specialist areas (e.g. market analysis, MEB development, data management).

Who Should Apply?

Applicants should be:

- + Part of the Red Cross and Red Crescent Movement
- + Committed to developing expertise in humanitarian cash assistance
- + Ready to learn through mentoring, peer support, and deployment

Applicants are expected to demonstrate:

- + Red Cross and Red Crescent movement experience
- + Operational or support experience in cash or disaster management
- + Programme design and management skills
- + Strong communication and facilitation abilities
- + Flexibility to deploy for up to two 6–8 week assignments
- + Commitment to approximately one day per week of training
- + Completion or near-completion of cash-related courses

Selection Criteria

Preference will be given to National Societies engaged in cash preparedness or cash-integrated responses.

Applicants will be assessed on:

- + Cash learning achievements and course completion
- + Experience supporting cash implementation
- + Field experience in disaster management or sectoral programmes
- + Support services experience (e.g. finance, logistics, legal, procurement)
- + Completion of Practical Emergency Cash Transfer (PECT) training
- + Programme planning and monitoring experience
- + Security management training/experience
- + Ability to work in spoken and written english

Programme Support

The Cash Hub will cover:

- Training fees
- Mentoring
- International travel
- In-country accommodation and transport (during deployment)
- Reasonable out-of-pocket expenses during deployments



How to apply:

Complete the application form: [CPDP Cohort 4 Application](#)

For more information, contact the Cash School Manager:
HannahRutledge@redcross.org.uk

For further details about Cash School provision visit: www.cash-hub.org

Applications are welcome from across the Movement.

This is a highly competitive programme, and unfortunately not all applicants will be successful.