

# Social Development Technical Competency Framework

## 1. About the FCDO Advisory Cadres

World-leading technical and analytical capability is central to FCDO's mission. FCDO Advisers embody these capabilities, playing a key role in the delivery of the UK's international objectives and development impact in particular.

Advisers have a central role in the design, implementation, appraisal, and evaluation of international development programmes; in the development and implementation of foreign and development policy; and in diplomacy and international partnerships. They play an expert role in inter-disciplinary thinking and thought leadership, linking programmes and bringing deep expertise to maximise impact. They have strong links with specialist networks, research organisations, and professional bodies in the UK and globally.

Advisers are accredited to one or more of thirteen Advisory Cadres. These are professional bodies within FCDO and cover: Climate and Environment, Conflict, Economics, Education, Evaluation, Governance, Health, Humanitarian, Infrastructure, Food and Agriculture, Private Sector Development, Social Development, and Statistics. The Economics, Statistics, and Evaluation Cadres are linked to government-wide advisory services. Each Cadre has a Head of Profession (HoP), who is responsible for ensuring that professional standards are maintained both within the Cadre and for those wishing to join. The HoP provides thought leadership, quality assurance, and supports continuous professional development.

### Adviser Capabilities

Advisers have certain capabilities in common. These include but are not limited to the following:

- **Expertise and thought leadership** in international policy and investment, applicable across a range of themes and geographies, and with a focus on development impact
- **Use of evidence** to inform policy and programming including the use of political economy analysis
- **Knowledge of data** relevant to operating sector and context, and application of professional expertise in interpretation and analysis of this in support of intended outcomes
- **Policy and programme delivery**, from design through to implementation and appraisal
- **International influence and diplomacy**, thinking and working politically and cooperatively, and through appropriate challenge, to shape norms and approaches
- **Brokering partnerships** with governments, civil society, the private sector, multilaterals, research organisations and professional bodies in the UK and globally
- **Delivering value for money** by applying key economic and commercial concepts
- **Safeguarding** to ensure the UK does-no-harm by integrating gender equality, child protection, disability inclusion, preventing sexual exploitation and abuse, and sexual harassment
- **Tackling climate change and restoring nature**, ensuring that programmes are aligned with the Paris agreement on climate change and UK commitments on nature
- **Contextual differences** such as fragility and conflict affected states, policy contexts, economic development and responding appropriately
- **Innovation and digital development**, proactive in exploring and validating innovative approaches, technology solutions and creative ways to address the world's challenges.
- **Systems thinking**, recognising inter-linkages, real-world dynamics, and complexity to help design effective policies and interventions.
- **Embodying Civil Service behaviours** in applying, communicating, influencing, and leading technical and evidence-informed processes and engagement

## **2. About Social Development Advisers (SDAs)**

**Social Development** is about putting people at the centre of development. It is about working towards the realisation of human rights for everyone, drawing on the framework of international human rights law and the values that underpin it. Our work strives to ensure social, economic and political inclusion to maximise opportunities for all women, men, girls and boys; the empowerment and participation of the poor and the most vulnerable and excluded people; and accountability in development processes. Social development recognises that poverty is multi-dimensional, has deep structural, institutional and cultural causes and aims therefore to address these underlying causes of poverty and exclusion. A Social Development approach aims to maximise the impact of **poverty reduction** efforts – *leaving no one behind*.

**Social Development Advisers (SDAs)** ensure that FCDO achieves its international objectives, delivering results with and for the people it is most intended to reach - the extreme poor, the most vulnerable and the excluded, many of whom are girls and women, people with disabilities, vulnerable children and people affected by conflict and the climate crisis. We also ensure UK Aid programming does no harm and is informed by the realities of poor people's lives and by an understanding of the social, economic and political structures and processes that drive or constrain progress and opportunities for all. Advisers will continue to develop their own capabilities and support the wider Social Development Network ensure that FCDO continues to have the knowledge and skills to meet the gender equality and social inclusion ambitions in the UK's 2021 Integrated Review and the 2022 International Development Strategy.

Cadre members will fulfil this role by:

1. **Supplying high quality technical expertise and professional advice** to support and guide FCDO's social development ambitions including the design of strategies, plans, policies, programmes, rules, and guidance;
2. Being a **strong partner across policy teams** and, in particular, to Education, Gender and Equalities (EDGE), Global Health, British Investment Partnerships, Open Societies and Human Rights (OSHR) and Office of Conflict, Stabilisation and Mediation (OCSM) Directorates in delivering the UK's social development ambitions;
3. **Drawing on the best available evidence**, consulting with other specialisms or sources of knowledge and working with others to quality assure;
4. **Tailoring social development interventions** to the development aspirations of Overseas Development Assistance (ODA) recipient countries in ways that are consistent with UK and international commitments and ambitions whilst upholding a commitment to the poorest and most marginalised.
5. **Integrating social development principles and objectives across FCDO's work** at all levels and in all sectors, taking account of the FCDO digital development strategy, advising on possible risks, opportunities, solutions within policies and programmes, and providing appropriate levels of challenge when necessary;
6. **Supporting FCDO to uphold legal duties and commitments** to the International Development (Gender Equality) Act, the Equalities Act and the Public Sector Equalities Duty and commitments in the UK Safeguarding against Sexual Exploitation, Abuse and Harassment (SEAH) Strategy;
7. **Promoting and championing gender, equalities and wider social development achievements**, learning and development and professional excellence;
8. Ensuring our skillset remains up to date through **continual learning and professional development**.

## **3. Social Development Technical Competencies**

Social Development Advisers are expected to demonstrate knowledge and practice across five Social Development technical competencies: **i) social and political analysis for practical application; ii) poverty and**

**vulnerability analysis and monitoring; iii) gender equality and the rights and empowerment of women and girls; iv) empowerment and accountability; and v) social protection.** Each competency is described in terms of both **knowledge and practice areas** and include components common to all competencies (e.g. the evidence base; mechanisms; practical application etc). Details relevant to each competency are listed below but are not exhaustive and may be updated as priorities change.

**PLEASE NOTE:** In addition to the five technical competencies, you will be able to draw on **other areas of technical capability in application and interview processes** (see Annex 1 for examples). Experience in these areas could be used to demonstrate depth of expertise in a particular competency area (e.g. working on social protection in conflict and/or humanitarian settings, or social dimensions of climate change) or as examples of relevant transferable skills (e.g. experience in governance, security and justice and/or human rights programming in relation to empowerment and accountability, gender and broader inclusion and equality agendas). Additional areas of knowledge and practice will need to be closely linked to the following five technical competencies:

<b>COMPETENCY 1: SOCIAL AND POLITICAL ANALYSIS for practical application</b>
<p><b>Summary</b></p> <p><i>Social Development Advisers are able to undertake robust Social and Political Analysis examining the social, cultural, political and economic structures, dynamics, norms and power relations in relation to how policy, laws, programmes, approaches etc includes or excludes people, targets and supports marginalised and vulnerable groups and drives or constrains poverty reduction. This includes being able to include appropriate conflict analysis to understand the root cause of conflict and instability and the impacts on marginalised and vulnerable groups. This enables SDAs to apply social and political analysis to influence policies and strategies, lead or quality assure programme design and implementation and build capability of others to do no harm, benefit poor and excluded people and deliver transformational change.</i></p> <p><b>Knowledge (advisers can identify, analyse and explain):</b></p> <ul style="list-style-type: none"> <li>➤ How formal and informal social and political structures, institutions and processes, define and replicate <u>social difference, diversity and identity</u> at local, national and trans-national/global levels, that can generate social cohesion or conflict;</li> <li>➤ How <u>power relations, social perceptions, values and norms</u> affect behaviours and the distribution of opportunities and resources in society, influencing poverty, inequalities, exclusion, opportunities, access, gender relations and vulnerability</li> <li>➤ UK and international <u>policy commitments, normative frameworks and architecture</u>, including the range of multilateral, bilateral and civil society partners to effect change.</li> <li>➤ <u>Evidence base, technology and innovation</u> in relation to social and political analysis, including an understanding of the evidence base on best practice for analysis and what works in different contexts; economic concepts over what offers best VFM; and opportunities/risks of technology and innovation.</li> <li>➤ <u>Use of available UK levers</u>: including programming instruments, influence and diplomacy (and awareness of utility of wider HMG network)</li> </ul> <p><b>Practice Areas (advisers can use the above knowledge to):</b></p> <ul style="list-style-type: none"> <li>➤ <u>Build understanding and capability among FCDO, partner governments, multilaterals and civil society</u> of the key elements and implications of social and political analysis, including in relation to gender, disability and mental health, child protection, LGBT+, poverty, and horizontal inequality and discrimination (based on race, ethnicity, caste, religion, geography etc).</li> <li>➤ <u>Use social and political analysis</u> for internal policy and programmes to: <ul style="list-style-type: none"> <li>○ <u>Shape FCDO's strategic direction at different levels</u> by identifying emerging trends and the consequences for policy and programming, providing a challenge function and making the</li> </ul> </li> </ul>

- case for why social analysis matters (e.g. Gender, Social Exclusion and power analysis for Business Planning, Country Diagnostics, Human Rights Assessments, Joint Analysis of Conflict and Stability, Prosperity Strategies etc);
- Inform central and country strategic and operational planning (e.g. through Social Impact Analysis to understand and manage intended and unintended impact of our policies and programmes on people) and ensure all plans comply with the Public Sector Equality Duty;
  - Lead or quality assure programme design and implementation and monitoring including identifying and communicating clear results and value for money (particularly through the equity dimension of FCDO's VfM framework).
  - Support departments, SROs/PROs and team leaders to comply with the Public Sector Equalities Duty and to monitor and assess social risks, including in relation to SEAH and put in place Safeguarding measures to prevent, protect and respond.
- Apply social and political analysis to provide technical advice to influence national social policies and strategies (including through diplomatic levers) as part of the FCDO's work across the network and in bilateral and multilateral engagements to ensure policies and interventions tackle the causes of inequality, exclusion, discrimination and human rights violations faced by excluded groups;
  - Build relationships with social movements led by excluded groups themselves at international and national level, including child and youth groups, people with disabilities and their organisations, women's rights organisation, LGBT+ groups etc, strengthening their voice and participation in social policy debates.
  - Contribute to strengthening data and evidence through identifying corporate and global evidence needs, setting appropriate research questions and methods, drawing out implications of evidence. Support teams to ensure data is disaggregated – by sex, age, disability, location, income, social group, race, ethnicity, or other relevant characteristics – and tracks improvements for the poorest/excluded.

## COMPETENCY 2: POVERTY AND VULNERABILITY ANALYSIS AND MONITORING

### Summary

*Social Development Advisers can analyse the different concepts and measures on wellbeing, poverty and vulnerability, and the strengths and limitations of each; the range of poverty analysis approaches and tools; and, the evidence base on what causes poverty or drives poverty reduction in developing countries. This enables SDAs to influence, lead, quality assure or build the capability of others in analysis, application and monitoring of poverty and wellbeing in developing countries.*

### Knowledge (advisers can identify and analyse):

- Key concepts in defining and measuring welfare/wellbeing (objective and subjective; absolute and relative; entitlements and capabilities; living standards, human development and social inclusion; welfare dynamics, life cycle approach to vulnerability, and chronic and transitory poverty).
- Basic principles of defining and measuring poverty in income/consumption terms and key human development outcome indicators; use of dashboards and composite indices to represent multidimensional poverty.
- The key concepts, methods, good practice and sources of qualitative and quantitative data and analysis. For quantitative analysis of poverty including national and other surveys (e.g. LSMS, DHS, MICS), administrative data, etc.) and the strengths and weaknesses of each. For qualitative and participatory approaches to poverty monitoring and analysis, key approaches to participatory poverty analysis and principles and experience in combining quantitative and qualitative insights on poverty (mixed methods, Q-squared etc).
- How social policy and/or poverty analysis and monitoring fit in national and state/district level systems of policy making, budgeting, politics and governance in developing countries

### Practice Areas (advisers can use the above knowledge to):

- Improve awareness of poverty trends and patterns, often working in partnership with governments, IFIs or other donors to identify gaps in the evidence base and opportunities to fill these gaps through investments in better data and analysis.
- Support FCDO and partners to focus on the nature and causes of poverty and what policy and programmatic outcomes mean for poor men and women and girls and boys (e.g. through effective and strategic communication of poverty analysis or more directly through facilitating immersions).
- Advise on design and implementation of policies and programmes that address the needs, opportunities and capacities of different groups among the poorest, by commissioning and managing poverty analysis (including beneficiary consultation and gender and social inclusion analysis) and drawing on a grasp of the global evidence base.
- Define, monitor and evaluate (ex ante, ex post) the impact of policies/programmes on different groups of poor people, including through effective beneficiary feedback; undertake distributional analysis of programme/policy reach and impact, disaggregating by individual (sex, age, disability) and group (location, race, ethnicity) characteristics.
- Propose practical solutions to strengthen policy and budget processes to be pro-poor, gender-equitable and accountable.

## COMPETENCY 3: GENDER EQUALITY AND THE RIGHTS AND EMPOWERMENT OF WOMEN AND GIRLS

### Summary

*Social Development Advisers can identify key concepts, frameworks, and the evidence base on policies and programmes that work to achieve gender equality and the rights and empowerment of women and girls. This enables SDAs to influence, lead, quality assure and build capability of others to design, manage, monitor and evaluate a range of evidence-based action for gender equality and the rights and empowerment of women and girls, including multi-sectoral strategies and structural and transformative change.*

### Knowledge (advisers can identify and analyse):

- Key concepts and frameworks including gender equality, intersectionality, girls' and women's rights (including sexual and reproductive health and rights), and empowerment of women and girls.
- The structures and processes that drive gender inequality and exclusion of women and girls, from household to national and international levels. Including discriminatory legislation, social norms and gender norms, and the role of men and boys and masculinities.
- UK and international policy commitments, normative frameworks and architecture, including the range of multilateral, bilateral and civil society partners to effect change.
- The evidence base on what works to achieve gender equality and girls' and women's empowerment, including international indices and indicators that measure results to track the differential impacts of interventions on women and men, girls and boys. To include specific analysis of what works to achieve the 5 foundational areas of the Strategic Vision for Gender Equality: Violence Against Women and Girls (VAWG), Sexual and Reproductive Health and Rights (SRHR), girls' education, women's economic empowerment, women's political empowerment, and other areas including gender-responsive social protection.

### Practice Areas (advisers can use the above knowledge to):

- Influence and enable colleagues to deliver on the Women and Girls Strategy (to be published in 2022).
- Shape multi-sectoral strategies, portfolios and policies aimed at achieving gender equality and girls' and women's empowerment outcomes through:
  - Leading on the design, manage and monitor and evaluate standalone programmes focused on the empowerment of women and girls and shifting harmful gender norms
  - Influencing and supporting colleagues to mainstream gender equality into sectoral programmes and policies to maximise impact for gender equality.

- Working strategically and politically with a range of partners (multilaterals, bilaterals, OGDs, private sector, civil society including women's rights organisations and men and boys) in support of gender equality and women and girl's empowerment.
- Inform and lead work on key areas/issues such as sexual and reproductive health and rights<sup>i</sup>, child marriage, FGM/C, girls' education; violence against women and girls (including conflict related sexual violence); women's economic empowerment and gender-responsive social protection; women's political empowerment (meaningful participation of women and empowerment as citizens and leaders in all spheres and at all levels); gender norms change, masculinities; gender and conflict including women, peace and security; gender and humanitarian crises, protracted crises, migration.
- Support Departments, SROs and Team Leaders to comply with the International Development (Gender Equality) Act.
- Identify and communicate clear results and value for money of action to address gender inequality and empowerment of girls and women.
- Ensure the development and use of sex-and age-disaggregated data and appropriate gender indicators in FCDO policies and country programmes to ensure no girl or woman is left behind.

#### COMPETENCY 4: EMPOWERMENT AND ACCOUNTABILITY

##### Summary

*Social Development Advisers can identify and analyse key concepts, frameworks, and the evidence base on policies and programmes that work to achieve empowerment and accountability. This enables SDAs to influence, lead, quality assure and build capability of others to design, manage, monitor and evaluate a range of evidence-based actions to enhance citizen empowerment and accountability of public, private and traditional institutions, including in conflict-affected and fragile environments.*

##### Knowledge (advisers can identify and analyse):

- The content and links between individuals' empowerment, voice, power and agency and state/governance accountability, transparency, responsiveness, and the conditions under which both these aspects contribute to the realisation of rights for all, deepening democracy and the state-citizen relationship and broader transformational change.
- The international human rights architecture and conventions, and their application in/to different developing country contexts.
- How to deepen the standard institutional approach to political economy analysis- bringing in the importance of norms, emotions (fear), cultural expression, power and gender relations.
- The evidence-base on empowerment, voice, agency and accountability and indicators and approaches that measure results. Analysing the various strategies for achieving empowerment and accountability, and how they might work for differing groups in various contexts and conditions.

##### Practice Areas (advisers can use the above knowledge to):

- For FCDO policy and programmes:
  - Develop, test and influence strategies, policies and programmes that focus on empowering poor, vulnerable and excluded men, women, girls and boys and shaping institutions to deliver more equitable outcomes.
  - Ensure that approaches that empower poor and marginalised people and strengthen accountability are central to FCDO's development partnerships
  - Design, shape and support work at all levels from local to global in support of citizen's empowerment and the accountability of public and private sector organisations and institutions to people, applying international commitments and legal frameworks in ways that strengthen people's rights and ability to exercise those rights.

- Integrate Empowerment and Accountability with other strategies, e.g. on inclusion, gender equality and inclusive growth and economic development, working towards more joined up approaches. Translation of normative human rights into practical measures in sector programmes (e.g. Right to health).
- Provide technical advice to influence national policies and strategies (including through diplomatic levers) for citizen engagement, transparency, domestic accountability and strengthening of a rights framework, especially for poor and marginalised groups;
- Supporting civil society, social movements and other governance actors on potentially sensitive political agendas and in the context of shrinking civic space to strengthen empowerment and accountability, including the social preconditions for voice, including countering the legacies of fear and authoritarianism and to use policy levers to open new 'social' spaces for empowerment and accountability
- Support the integration of independent beneficiary feedback across FCDO programmes, enhancing accountability and empowering beneficiaries, increasing their voice in development processes and in other spaces.
- Identify and communicate clear results/outcomes and value for money of empowerment and accountability.

## COMPETENCY 5: SOCIAL PROTECTION

### Summary

*Social Development Advisers can identify and analyse key concepts, frameworks, and the evidence base on social protection policies and programmes that work to achieve a wider range of development outcomes including poverty reduction, education, health, nutrition, productivity, employment, women's empowerment, reduction of GBV, resilience to climate change and other crises, and social inclusion. This enables SDAs to influence, lead, quality assure and build capability of others to design, implement, monitor and evaluate policy, programme and system approaches for social protection.*

### Knowledge (advisers can identify and analyse):

- Key concepts, frameworks and theories of change including extreme poverty and poverty dynamics, different vulnerable groups and vulnerabilities across the lifecycle, and protective / preventative / productive / transformative action.
- The different types of social protection, social assistance, social insurance, labour market interventions, social care, and how they can be used to reduce poverty and support people to manage livelihood risks and shocks (e.g. health, employment, financial, climate, conflict) and circumstances (e.g. childhood, disability, maternity/paternity, old age).
- The evidence on social protection, including the different policy objectives social protection contributes to, key debates including targeted versus universal social protection, context driven operational choices of what works in design and implementation, and of indicators and approaches to measure results and value for money.
- The role of safety-nets / social protection in fragile contexts and the social protection-humanitarian nexus, and in preventing and responding to crisis needs.

### Practice Areas (advisers can use the above knowledge to):

- Influence national and organisational social protection strategies, policies and systems.
- Influence choice of instruments, design and implementation features, institutional and financing arrangements, appropriate to different contexts, including the most fragile.
- Influence greater coordination between social protection actors and related sectors, including humanitarian, climate and disaster risk management.
- Support governments to strengthen the linkages between social protection and other services (e.g. education, health, nutrition, employment, violence reduction).

- Understand and engage with the political economy of social protection provision in developing countries and amongst different development partners.
- Work with key partners e.g. World Bank, UN agencies, bilateral donors, Ministries of Finance/Social Welfare/others, civil society to deliver common objectives.
- Identify and communicate clear results and value for money of action, and support collection and use of disaggregated data in national surveys, information systems and monitoring and evaluation.

#### 4. Assessing Capability

Assessments will focus on the extent of knowledge and practice across all five areas, with depth of knowledge and practice determining the level of capability at which to accredit. **Advisers are not expected to have equal knowledge and practice experience in all competencies but are expected to provide evidence of *knowledge and demonstrate either direct or transferable practice and experience across all five competencies*.** For example, under the Social Protection competency, it would be acceptable to supply evidence of knowledge of latest evidence and policy debates and best practice in designing and delivering national Social Protection programmes, together with relevant and transferable experience from other sectors/areas of work.

Assessments will be based around a review of evidence that describes the extent of knowledge and expertise applicants hold in the relevant competencies, and also against capability levels from the FCDO Capability Framework: *Awareness, Foundation, Practitioner, and Expert* (within *Expert* the HoPs Group differentiate between *Expert* and *Senior Expert*). Note that particularly for *Senior Expert* level, consideration will be given to candidates' ability to give high quality demonstration of technical leadership and an ability to communicate and influence in their evidence.

##### **Practitioner:**

- Strong and confident day-to-day application of capability in common or standard situations but may need to seek expert support on more complex issues
- Holds several years of relevant experience\* and may be augmented by a formal qualification of direct relevance
- Minimum level required in order to be a member of the Cadre – successful Technical Assessment dependent on fulfilling all stated criteria in the TCF

##### **Expert:**

- Recognised for specialist or technical knowledge and/or skill, underpinned by extensive experience applying it in practice on complex issues; connected with other experts
- Holds several years of relevant experience\* and likely to be augmented by a formal qualification of direct relevance
- Successful Technical Assessment dependent on fulfilling all stated criteria in the TCF

##### **Senior Expert:**

- Recognised for deep specialist or technical knowledge and/or skill, underpinned by extensive experience applying it in practice on complex issues; connected with other experts
- Holds significant years of relevant experience\* and likely to be augmented by one or more formal qualifications of direct relevance
- Evidence of applying specialist knowledge and skill as well as displaying leadership qualities in a range of contexts.
- Accreditation dependent on fulfilling all stated criteria in the TCF and assessment against 2 Civil Service Behaviours: Leadership and Communicating and Influencing.

\* *Relevant experience* is defined as work experience in one or more sectors of direct relevance to the competencies.



A range of sources of evidence can be used by applicants to support their applications for accreditation and to demonstrate their technical skills. Examples of sources of evidence include:

- A CV
- Examples of technical skills being used in Situation, Task, Action, Result format
- Work-based training including 10% cadre contribution
- Qualifications
- Self-directed study
- Professional development record or learning log
- Project report
- Published or peer-Reviewed papers/dissertation
- Membership of a relevant professional body

Accreditation assessments will take into account the entire academic and professional history of a candidate and not rely solely on their most recent post.

### Accreditation Assessment Framework

The table below sets out the framework for how capability will be assessed at the competency level. The framework is based around the standard 1-7 scoring system used for Civil Service recruitments.

**Sift:** During an accreditation round, the sift panel will agree a pass mark for all competencies. This could be, for example, 4. A sift will score all competencies at or above the pass mark for an applicant to pass from sift to interview. If a candidate applies for a level and does not pass, the sift panel can at their discretion agree whether they might still pass at a lower level. For example, an applicant might apply at Expert level. During the sift the panel might not pass them on all competencies, but after discussion agree to progress them to interview at Practitioner level.

**Interview:** Prior to interviews, the interview panel will again set a pass mark for all elements of the assessment. An interviewee must score higher than the pass mark in all areas to be considered for accreditation. If a candidate applies for a level and does not pass, the interview panel can at their discretion accredit the candidate at a lower level. Candidates who pass at a particular level cannot be considered for accreditation at a higher level, regardless of their scores. They must re-apply for accreditation at a higher level in a future accreditation round. The full set of accreditation requirements are specified in Section 5.

Standard scoring for assessment		
Score	Classification	Definition
7	Outstanding Demonstration	The evidence provided wholly exceeds expectation at this level
6	Strong Demonstration	Substantial positive evidence; includes some evidence of exceeding expectations at this level
5	Good Demonstration	Substantial positive evidence of the competency or behaviour
4	Acceptable Demonstration	Adequate positive evidence and any negative evidence would not cause concern
3	Moderate Demonstration	Moderate positive evidence but some negative evidence demonstrated
2	Minimal Demonstration	Limited positive evidence and/or mainly negative evidence demonstrated
1	Not Demonstrated	No positive evidence and/or substantial negative evidence demonstrated

## **Annex 1: Examples of recognised additional areas of technical expertise:**

In addition to the five technical competencies, you will be able to draw on **other areas of technical expertise in application and interview processes**. Experience in these areas could be used to demonstrate depth of expertise in a particular competency area (e.g. working on social protection in conflict and/or humanitarian settings, or social dimensions of climate change) or as examples of relevant transferable skills (e.g. experience in governance, security and justice and/or human rights programming in relation to empowerment and accountability, and gender and broader inclusion and equality agendas). Additional areas of knowledge and practice will need to be closely linked to the five Social Development technical competencies.

- **Rights and equity in human development and service delivery** – including equity in education; social determinants of health; epidemiology and public health including sexual and reproductive health and rights and **demographic** change; nutrition, water, sanitation and hygiene; **infrastructure** and **energy** for pro-poor service delivery and addressing transformative social change through multi-sectoral strategies particularly for socially excluded groups and women and girls, and where relevant in conflict and humanitarian contexts to ensure no-one is left behind.
- **Social and political determinants of Climate and Environment** – including climate change impact, adaptation and resilience especially of the poorest, vulnerable, socially excluded and women and girls; and Environmental governance at national and international level.
- **Fragility and conflict** - Conflict and political analysis and strategy development including the social and gendered nature of conflict, politics, violent extremism and organised crime; conflict sensitivity including community-led development, social cohesion, using Do No Harm and other conflict sensitivity tools and understanding the overlap with social exclusion and gender analysis, power analysis etc; conflict prevention, peace building and stabilisation including mainstreaming inclusion and gender in programmatic responses to address causes and effects of conflict, women, peace and security, and tackling violence against women and girls and children in fragile and conflict affected states.
- **Inclusion and accountability in humanitarian and other crises contexts** – Strengthening accountability to affected populations and inclusion in humanitarian and crisis policy and programmes, undertaking needs assessments and analysing vulnerabilities/resilience faced by certain populations. Contributing on humanitarian and social protection linkages (e.g. shock responsive and nascent social safety nets), mental health and psychosocial support, child protection and safeguarding.
- **Governance and Human Rights**– Supporting the design of transformative and inclusive governance interventions including how security, justice and human rights contribute to development and stability, and their impact on different groups, including women, children and youth; and how security and justice systems prevent and respond to Violence Against Women, Girls and Boys; accountable and inclusive politics, including youth participation, citizen empowerment, local (inclusive) accountability systems, role of informal structures and incentives, civil society engagement; the international human rights framework including legal and political structures and mechanisms to protect and promote human rights, including a rights based approach to development.
- **Inclusive growth and inclusion in British Investment Partnership** – inclusive growth approaches that lead to economic empowerment, enhanced livelihood opportunities, and an improved asset base for the poorest; vulnerable groups and for women and girls. Social impact analysis of the economy. Understanding of drivers of women’s economic empowerment. Understanding of how social and economic policies work together to deliver poverty reduction and prosperity. Role of private sector in growth and poverty reduction including contribution to improving equity and reducing vulnerability. Understanding Decent Work Agenda including Core Labour Standards (CLS). Gender and inclusion in trade for development.

**Knowledge (advisers can identify and analyse):** (and where relevant elements of other cadres’ competency frameworks which speak to social development priorities (e.g. livelihoods, humanitarian, conflict, health/nutrition, education etc.)

- Conceptual framework and commitments/agreements for that sector and other key issues, including institutional structures, roles and financing;
- The architecture and barriers/incentives for change;
- The Evidence base, best practice and current debates

**Practice Areas (advisers can use the above knowledge to):**

- Lead or contribute to programme design, delivery and monitoring or policy development and advocacy
- Initiate, contribute or challenge best practice among colleagues or other external stakeholders
- Be an informed client of super specialist sector expertise

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<sup>i</sup> The FCDO endorses the [Guttmacher Lancet definition](#) of sexual and reproductive health and rights