

MALE CHAMPIONS OF CHANGE

ROLES AND RESPONSIBILITIES

Role	Responsibilities	Success Factors
Male Champion of Change	<ul style="list-style-type: none"> ◆ Commits to accelerating the nature and pace of change ◆ Listens to a wide range of stakeholders. ◆ Learns about gender equality issues. ◆ Contributes resources and expertise to address the issues. ◆ Develops and implements high impact and innovative solutions. ◆ Leads with advocacy and action within their organisation and externally. ◆ Supports their peers and holds themselves, the group and their organisation to account for progress and results. 	<ul style="list-style-type: none"> ◆ Members are powerful men who are respected and have the ability to lead, influence and affect change. ◆ Their status and standing enables them to inspire change amongst others. ◆ They have the motivation and willingness to listen, learn and visibly lead on the issue. ◆ They offer diverse experience and perspectives in developing actions/solutions. ◆ They are willing to be accountable for their progress.
Convener	<ul style="list-style-type: none"> ◆ Chairing MCC meetings. ◆ Guiding, encouraging and challenging MCCs on gender equality issues, progress, initiatives and results. ◆ Representing the strategy and progress to key business, government community and media stakeholders. ◆ Works with the Secretariat to ensure strong governance and progress on the MCC strategy. ◆ Work with other MCC group convener to share strategies and lessons learned. 	<ul style="list-style-type: none"> ◆ Possess or be able to quickly acquire expertise on gender equality issues. ◆ Leadership, standing and judgment to effectively engage other leaders. ◆ A peer of the group and ability to act with confidence, conviction and courage in inspiring the MCCs to strive for excellence. ◆ Ability to foster an environment of open discussion, camaraderie and positive competitive tension amongst the group. ◆ No potential for perceived or actual conflicts of interest.
Program Manager	<ul style="list-style-type: none"> ◆ Ensures sound strategy, good governance, operational performance and accountability of the MCC. ◆ Facilitates the development and implementation of agreed actions working with the MCC and their Implementation Leaders. ◆ Acts as Secretariat for MCC meetings. ◆ Chairs meetings of the Implementation Leaders. ◆ Represents the MCC strategy and agenda to business, community, government and media stakeholders. 	<ul style="list-style-type: none"> ◆ The Program Manager role is ideally suited to a highly capable, driven and productive leader capable of operating at a CEO-1 or CEO-2 level. ◆ She/he earns respect easily and have the acumen, influencing skills and gravitas to work effectively with leaders and teams across a range of sectors, disciplines and levels. ◆ She/he has superior organisational, negotiation and communication skills. ◆ She/he is an agile and innovative thinker and not necessarily a gender equality expert. ◆ Management consulting skills or transformation leadership experience preferred.
Implementation Leaders	<ul style="list-style-type: none"> ◆ Works with and supports their MCC in fulfilling their commitments. ◆ Ensures the views of their MCC and organisation are taken into account as actions and initiatives are developed and shaped by the group. ◆ Engages with leaders within their organisation to ensure organisational support for actions and initiatives. ◆ Works with the Secretariat and fellow Implementation Leaders to ensure actions are effectively implemented, lessons captured, and progress against commitments monitored and reported upon. 	<ul style="list-style-type: none"> ◆ Implementation Leaders are respected, high potential employees drawn from each of the MCC's organisations at either a CEO-1 or CEO-2 level. ◆ They are a trusted advisor with direct access to their MCC, capable of leading and driving change. ◆ They have strong and wide networks within their organisation across all disciplines (not just human resources) and are empowered to facilitate change. ◆ They have well developed analytical capability and an understanding of economic, social, business and organisational policies, processes and standards that can impact gender equality.