

Directorate:	MMI Programmes
Reporting to:	Director of Programmes Development and Operations
Contract type:	Permanent

Working at Mary's Meals International:

Our mission, vision, and values are at the very heart of everything we do here at Mary's Meals and working for Mary's Meals International is so much more than a career opportunity, we offer the opportunity to support our global movement in a dynamic, flexible and inclusive environment with a real focus on personal and professional development. We believe in the innate goodness of people, respect the dignity of every human being and family life and believe in good stewardship of the resources entrusted to us. In line with our values, Mary's Meals is fully committed to a culture of safeguarding.

Role purpose:

This role provides inspirational and impactful leadership of Mary's Meals Programme Development team. The role leads on ensuring development and evolution of our school feeding approach and related policies, driving our programmatic research, learning and impact work, and strategic analysis of our programme to work towards programme excellence. The role will work in a highly collaborative manner within the Programme Development and Operations team, global Programmes teams and other functions. Your measure of success will be ensuring our approach and learnings continue to evolve to drive strong growth in quality and scale as we keep our promise to every child served.

Key responsibilities & activities:

Strategy and planning

- To contribute strongly to development of our global Programmes strategy
- To develop and ensure implementation of our programme development strategy
- To identify, lead and deliver other key strategic projects and initiatives to further enhance our approach, delivery and impact
- To set clear team annual work plans and budgets, and monitor regularly

Leadership

- To provide strategic leadership to our programmes
- To lead, develop, coach and inspire a high-performing team, promoting a culture of strong employee engagement and empowerment
- To build strong, trusted values-driven relationships with key all stakeholders
- To ensure self-development and keeping relevant knowledge current
- To ensure team collaborate deeply across the various pillars of the global programmes function, to achieve our strategy and objectives

Research, Impact and Learning

- To refine and implement our programme development strategy, in collaboration with our programme affiliates and partners
- To assess, review and develop our programmatic learning needs
- To develop and implement programme research and impact projects
- To manage externally led research or evaluations, as required
- To oversee the programmatic aspects of grant development and reporting
- To support the strategic analysis of our programme, ensuring learnings that increase efficiency, effectiveness, growth
- To produce targeted, value-add research reports for a range of audiences
- To refine and implement our global school meals needs assessment processes
- To support detailed in-country needs assessments, working closely with our programme affiliate and programme partner teams
- To support the development of our delivery model, working with our Programme Operations function
- To enhance the understanding of our programmatic impact organisation-wide, and promote a culture of learning and continuous improvement
- To develop and manage relationships with other targeted organisations in research and learning, in collaboration with the Director of Programme Development and Operations
- To lead or support various innovative projects

School Feeding Approach (SFA) and Policy

- To evolve of our SFA, including reviewing the current programme and identifying refinements and innovation
- To ensure the approach is deeply understood and implemented across our global programmes
- To ensure our programmatic policies are directly linked to our overarching approach and regularly reviewed
- To support our programme affiliates and programme partners with any policy related activities where help required
- To work with the Head of Programme Operations to ensure that the approach and policies are reflected in SOPs

Programme Excellence

- To work closely with our programme affiliates and partners to identify trends and issues to address, and best practices to implement
- To monitor innovations and changes in our programme, to ensure our promise to the children we reach is kept, and that we are documenting and applying learnings.

Other

- To represent Mary's Meals externally as required, as a key member of programmes team and the wider Mary's Meals organisation
- To ensure the maintenance of excellent relations with all of Mary's Meals partners, supporters and stakeholders, as required
- This role undertakes regulated work with children and you will be required to register with the Protected Vulnerable Group Scheme or local equivalent
- As part of your role, you will be required to travel to countries where Mary's Meals programmes operate. This may be up to 6 trips per year up to 10 weeks per year.

Essential skills & experience required for this role:

- Strong commitment to Mary's Meals vision, mission and values
- Proven experience of strong leadership, coaching and developing high performing teams and individuals
- Strategic thinker, with experience of developing and delivering strategy in a complex environment
- Proven ability to identify and drive to a goal, and focused on delivering objectives while consistently demonstrating our values
- Robust experience in the areas of Evaluation, Learning, Programme Development, Policy Development or other related areas, preferably with international and/or cross cultural experience.
- Strong communication and interpersonal skills, with ability to establish effective working relationships at all levels
- Experience with Monitoring, Evaluation and Learning, and designing and implementing pragmatic and practical research projects
- Proven analytical and conceptual skills, with ability to extrapolate easily understood messages and reports from complex ideas
- Solutions oriented, with ability to prioritise tasks and develop clear plans that deliver practical, value-add results
- Ability to see stakeholders and priorities clearly, strongly aligned to our vision, mission, values and school feeding model
- Strong cultural sensitivity, with an ability to work well with a wide range of people in many different contexts

Desirable skills & experience required for this role:

- Experience of international development, knowledge of the place of school feeding, and working in international environments and teams
- Experience of liaising with community groups and governments
- Experience of managing external service providers

Qualifications:

- Degree qualification in Social Sciences or a related field, and a preference for a relevant post-graduate qualification
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Mary's Meals 7S Leadership Competencies:

As a leader within Mary's Meals International, you have a responsibility to approach your role in line with our 7S competency model.

Self	<ul style="list-style-type: none">• I build and demonstrate resilience• I lead by example• I am authentic and true to Mary's Meals values• I develop myself and set stretching goals
Service	<ul style="list-style-type: none">• I have a vocational attitude to my work• I inspire hope in others• I build belief that even difficult challenges can be solved• I am committed to serving and enabling all who want to be part of the global movement• I work to ensure our future will be even better than our past

Simplicity	<ul style="list-style-type: none"> • I communicate effectively • I follow clear decision-making criteria • I create plans that are easy to follow and contribute to organisational goals • I embrace inclusivity and diversity • I focus on delivering results
Stewardship	<ul style="list-style-type: none"> • I pay attention to the things that matter most – (a) our physical resources; (b) our people • I nurture, develop and respect our relationships with external stakeholders • I deliver on my promises • I am happy to be held accountable and to hold others to account
Strategy	<ul style="list-style-type: none"> • I have a point of view about the future • I know our stakeholders and see our priorities clearly • I help others to work in ways that have the greatest impact • I develop strategy and translate it into action
Strengthen	<ul style="list-style-type: none"> • I create a positive work environment • I increase the capabilities of my team • I help people manage their careers • I find and develop next-generation talent
Success	<ul style="list-style-type: none"> • I ensure my team is technically competent and always developing • I build high performing teams • I ensure accountability • I am a catalyst for change

Changes to your role:

As our organisation evolves and grows, your job description may need to be reviewed and if appropriate, changed. These changes may be initiated by you or your manager but always in consultation with you and your job description may also be reviewed as part of your annual PDR process.