

- Directorate:** MMI Programmes
- Reporting to:** Head of Programme Development
- Contract type:** 12-month FTC

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:

As Programmes Impact and Learning Lead, you will have responsibility for leading in the design and implementation of impact research and innovations, programme development and oversight of the grants and programmatic reporting. In this role, you will provide support to both Programme Affiliates and Programme Partners to ensure that Mary's Meals can effectively evaluate, learn and work towards further programme excellence. Your role is key to achieving the MMI Programmes Strategic goals, and you will contribute to further programme development and policies. In your work, you will ensure deep collaboration with programme country staff, the wider MMI Programmes and other MMI directorates, including the MMI Growth teams.

Key aspects of this role are to use existing programme data and to lead in the design of research to better understand the impact of our programme for the children we reach, and to use these findings to work towards furthering programme excellence, including contributing to our overall programme development and working to meet our strategic aims. This is essential to keep our promise to each child and reach the next child waiting for Mary's Meals.

Key responsibilities & activities:

Leadership

- To provide strong leadership on the technical aspects of impact and evaluation with programme affiliates, programme partners and at MMI.
- To contribute to the promotion of a culture of employee engagement, development and empowerment.
- To provide strong leadership to the global team working on impact and learning at Mary's Meals, including through meeting, forums, and informal collaboration.

Impact and Learning

- Lead in the advancement of the MMI Programme Development Strategy and annual planning, with a strong focus on developing our impact evaluation and learning.

- Working with programme affiliate staff and partners, develop the design and implementation of core indicator data collection methods to understand and monitor impact.
- Lead on the analysis (using statistical analysis) and reporting of impact data at regular intervals and use the impact data to generate programme learning and development in programme countries.
- Use the learnings to drive programme innovation and advance MMI approach and policies.
- Create usable impact reports, including annual and topical/thematic reports for various audiences.

Grants & Programmatic Reporting

- Lead on the development and design of programmatic tools and content for proposals, evaluations, and grant tools including log frames, work plans, ToR etc.
- Liaise with the Growth team to ensure that key programmatic data is collected, collated and available to fulfill granting report requirements.
- Lead in designing and implementing a knowledge sharing approach to ensure that relevant stakeholders within the MMI Programmes and other teams are regularly kept informed of relevant external research, reports and data sources.
- Provide technical support and oversight for grant funded schools ensuring progress towards targets and milestones are being tracked and implemented as planned.

Research

- Develop and lead (collaboratively with wider MMI programme development, programme affiliates and programme partners) in the conception, design, and implementation of collaborative qualitative, quantitative and mixed-methods research to inform programme development and excellence.
- Provide technical expertise and support to staff in Mary's Meals Programme Affiliates and Programme Partner countries in the roll-out of in-country-led research.
- Develop and lead the implementation of innovative methods to better understand Mary's Meals programmes, including methods that are participatory and child friendly.
- Collaborate with MMI Programme Operations to design our data collection (through the School Feeding Delivery Model digital and paper-based applications) to be useful and useable for programme impact and learning.
- Develop the analysis methodology and lead in the analysis of both quantitative data (using statistical analysis) and qualitative data from our research, Monitoring and Evaluation data, and other programmes data sources.

Capacity Building

- Lead in capacity building with programme affiliates and programme partners in the design and implementation of high quality and useful research that informs our programmes.
- Provide training on qualitative and quantitative method design, collection and analysis, including the use of survey and analysis software programs, including through the Mary's Meals Programmes Academy.

Other

- Various tasks and duties to advance the work of the MMI programmes team.

Additional information:

- As part of your role, you may be required to travel to countries where Mary's Meals operates.

Essential skills & experience required for this role:

- Experience of developing and implementing qualitative and quantitative cross cultural programme evaluation and research.
- Experience developing and implementing strategies, policies and procedures in a complex environment.
- Experience leading and inspiring cross-organisational teams and facilitating their learning and development.
- Strong qualitative and quantitative analysis skills, including the ability to and calculate sample sizes for significance in research design, and work with large qualitative and quantitative datasets to understand trends and results.
- Strong project management and organising skills, and ability to prioritise tasks and develop clear plans.
- Excellent team leadership, communication and influencing skills.
- Strong analytical and conceptual skills that are turned into actionable outcomes.

Desirable skills & experience required for this role:

- Experience working in a charity / international development sector.
- Understanding international development principles and the place of school feeding in development.
- Experience working in an international environment.

Qualifications:

- Relevant degree in social sciences and/or significant experience in programme evaluation and research design
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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

	<ul style="list-style-type: none"> • 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.