

Department:	Programmes
Reporting to:	Director of Programmes Development & 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:

To provide inspirational and impactful leadership across our food systems and be a valued member of the Programme Development & Operations Leadership Team. The role will lead on developing Mary's Meals' Food Systems strategy and overseeing innovation in this space. The role will work in a highly collaborative manner across MMI Programmes, our country programmatic teams, and other functions, integrating tightly with our strategic procurement function.

Your measure of success will be ensuring robust, efficient, cost effective, innovative and locally contextualised food systems are developed and in place, enabling us to keep our promise to each child we currently serve, and to reach the next child waiting.

Key responsibilities & activities:

Strategy and planning

- To lead in the development of the Mary's Meals global food systems strategy and policies.
- To work closely with each programme country to develop and ensure implementation of country specific food strategies.
- To identify and scope innovative opportunities at various scales (from community-level to programme-level), and lead in the implementation of food systems innovations.
- To monitor and evaluate food system innovations, including testing feasibility, assessing for the potential to scale and/or learning for cross-application in other programmes.
- To monitor our current food systems environment, identifying risks and opportunities associated with the global food system as they apply regionally and within each programme.
- To build strong, trusted values-driven relationships with key stakeholders in the food systems space, including with other non-governmental organisations, with governments and suppliers, to ensure we are well positioned in relation to risks/opportunities.
- To work with procurement function to ensure procurement processes align to the needs of the food system strategy.
- To work with programme development, programme operations, and in-country teams to refine our menu, in line with both the School Feeding Approach and the food systems strategy.
- To build capacity within our programme countries in the food systems space, including working with the programmes team and across the procurement team.

- To ensure self-development and keeping relevant knowledge current, as the subject matter expert in food systems.

Operational

- To ensure Standard Operating Procedures (SOPs) related to the function are relevant, applicable and up to date.
- To work with the Programme Development team on reporting for food systems-related grants.
- To provide the MMI oversight and final sign-off of the food ordering process within our programme countries.
- To ensure alignment of food procurement to our food system strategy and programmatic objectives within our International Procurement Committee (IPC) for major food tenders.
- To collaborate effectively with procurement and country teams to troubleshoot our food supply chain issues, ensuring we keep our daily promise to each child.
- To set clear annual work plans and budgets and monitor regularly.

Leading & Managing:

- Provide strategic support, leadership and direction to a high-performing team.
- Oversee the delivery, monitoring and reporting of progress made against team and department strategies and plans.
- Lead, develop, coach and inspire a high-performing team, promoting a culture of engagement and empowerment including identifying and implementing opportunities for delegation and development.
- Seek all opportunities for personal growth and development to support the aims of our organisational strategy.
- Role-model Mary's Meals' values and leadership behaviours.
- Ensure Personal Development Reviews are in place for all direct reports.
- Ensure integration and collaboration between the different strands of the directorate.

Other

- To represent Mary's Meals externally as required, as a key member of the Programmes Leadership Team and 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 safeguarding equivalent.
- You will be required to travel to locations in which Mary's Meals programmes operate.

All MMI employees are expected to undertake the following general duties:

- Work within the framework of the Mary's Meals mission, vision and values.
- Work towards achieving department strategy, operational plans and objectives.
- Ensure familiarity with and adhere to all MMI policies and procedures.
- Undertake and apply learning from appropriate training and development programmes.
- Understand and uphold the standards outlined in MMI's Safeguarding Policy, acting with due care and attention to safeguard anyone that comes into contact with our work.

Essential skills & experience required for this role:

- Strong commitment to Mary's Meals vision, mission and values.
- Extensive experience working in food systems or related areas (agriculture, international development, nutrition etc.), within the context of government, NGOs, the corporate sector or academia.
- Experience of managing external service providers.
- 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.
- Strong communication and interpersonal skills, with ability to establish effective working relationships at all levels.
- 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 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.

Qualifications:

- Degree qualification with a preference for a post-degree qualification (Master's degree).

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.