



Recruitment Pack

Director of Partnerships – Mary's Meals International

mary's
meals

a simple solution
to world hunger



Our Vision

Mary's Meals' vision is that every child receives one daily meal in their place of education and that all those who have more than they need, share with those who lack even the most basic things.

Working together with people who share our ideals, we believe that this vision can be achieved in this world where there is enough food for everyone.

Welcome from our CEO and Founder

Thank you for your interest in working with Mary's Meals International. I hope you will find this pack informative and useful in supporting your decision to apply to join our team of employees, which exists to serve a global movement of people who are united around a simple mission; the provision of a daily meal in a place of education for the world's poorest children.

This meal, cooked and served by local volunteers, meets the immediate need of the hungry child and, at the same time, plays a key role in encouraging them into the classroom where they gain an education that can set them free from poverty.

Today we serve over 2.6 million children each school day in 16 of the world's poorest countries. This global movement of ours is achieving something wonderful, each meal served is the product of lots of 'little acts of love' carried out by people across many countries who freely give their time, money, skills or prayers and it is through that, that our movement grows.

Our work is named after Mary, the mother of Jesus, and our values and culture are rooted in and shaped by a Christian spirituality. We feel that the way we do things is as important as the end results. Ours is also a universal mission involving people of all faiths and none across the world. Everyone is invited to join and provide their own unique contribution to this work.

With 67 million children out of school around the world and a further 73 million attending school so hungry they're not able to concentrate and learn, our work is only just beginning. Will you play a crucial part in shaping the future of Mary's Meals and with it, the lives of thousands of children across the world?

Good luck with your application.



A stylized, handwritten signature in dark ink, appearing to read 'mg'.

Magnus MacFarlane-Barrow
MMI CEO & Founder

Working at Mary's Meals

Our mission, vision, and values are at the very heart of everything we do, and this is more than a role, it's an extraordinary opportunity to play a part in changing the story for children in some of the world's poorest countries. You will be a true ambassador for our work and will demonstrate commitment to our movement, mission and vision.

We offer the opportunity to support our global movement in a dynamic, flexible and inclusive environment with a real focus on professional and personal 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.



Director of Partnerships

Directorate: Growth
Reporting to: Chief Growth Officer
Contract type: Permanent
Location: Remote role
Salary: GBP 62,355 + benefits

Our pay philosophy ensures consistency across locations and salaries. The starting salary for this opportunity plus benefits depends on location of the candidate. The salary above is for UK based candidates.

An expectation of a vocational approach has shaped our approach to compensation for senior roles within Mary's Meals International.

Benefits:

- Flexible working hours
- 34 days' annual leave (including public holidays) + 1 extra day per year up to 39 days.
- Non-contributory pension with employer contributions of 8% if UK based (8% payment in lieu of pension depending on the location of the candidate. Any pension contribution paid as part of salary will be subject to normal statutory deductions/ taxation)
- Life assurance
- Lifeworks Employee Assistance Programme



Role Purpose

As Director of Partnerships, you will take a lead role in developing and supporting global strategic funding relationships to ensure the long-term financial sustainability and growth of our movement.

Reporting to the Chief Growth Officer (CGO) and as a member of the Growth Senior Leadership Team, you will lead the Partnerships team and be responsible for developing and overseeing the implementation of a strategy that ensures a reliable and diverse funding stream to radically grow the movement and the number of children we can consequently feed. Your knowledge of international development and specifically the impact of Mary's Meals will make you a valued partner of donors and a leader in the development of highly compelling proposals. Benefiting from the deep expertise of Programmes colleagues, you will build influential, evidence-led relationships with donors which will lead to increased funding.

You will be responsible for managing a high performing team which is focused on increasing support from trusts, foundations, corporations, governments and major individual donors. You will personally steward a number of high value funding relationships and support our National Affiliates in their stewardship of our most valuable international relationships, with strategies, tools and mentorship.



Key Responsibilities & Activities

Fundraising Leadership

- Develop and oversee the implementation of a global fundraising strategy that fits in with our overall Growth strategic plan, to maximise income growth through a range of philanthropic funding sources.
- Work closely with the CGO and the CEO to identify and advance funding priorities and relationship opportunities, at times supporting the key relationships and at times being the lead on a key relationship.
- Work collaboratively with the MMI Programmes team on opportunities for government and institutional funding.
- Build relationships with the National Affiliate Executive Directors to ensure that global relationships are well defined and that there is one key lead to manage the relationship across the organisation.
- Ensure effective strategies and frameworks are in place for the management of all fundraising activities including assessing and improving the efficacy of all activities in the team, and reporting back to donors.
- Oversee the donor profile database, making key funder information accessible to stakeholders across the organisation, ensuring that information is relevant and up to date.
- Represent Mary's Meals at a global level by speaking at conferences, large gatherings, and virtual events. Evaluate each opportunity for the appropriate "ask," and measure results to determine effectiveness of the approach.
- Accompany major donors where appropriate to visit programmes, tailoring these engagement opportunities to the donor's funding priorities and interests and acting as a key ambassador for Mary's Meal.

Key Responsibilities & Activities

Growth Initiatives Leadership

- With the CGO, set annual donor income targets, based on global aspirations and National Affiliate budget submissions, ensuring that these are being closely monitored and reported to the ELT and the Board as required.
- Ensure the organization is well informed on emerging donor funding priorities, supporting senior engagement processes and influence through thought leadership, alongside the Director of Media & Communications.
- Oversee the maintenance of a pipeline of opportunity, which captures all major opportunities and moves management.

Leading & Managing

- Provide strategic direction and leadership to achieve the organisation's mission and goals.
- 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.
- Role-model Mary's Meals' values and leadership behaviours, acting with integrity and optimism and in the charity's best interest at all times.
- Work cross-organisationally to improve efficiency, decisively solve problems, innovate and work towards continuous improvement.
- Build and maintain effective relationships with internal and external stakeholders acting as an ambassador for Mary's Meals.

Safeguarding

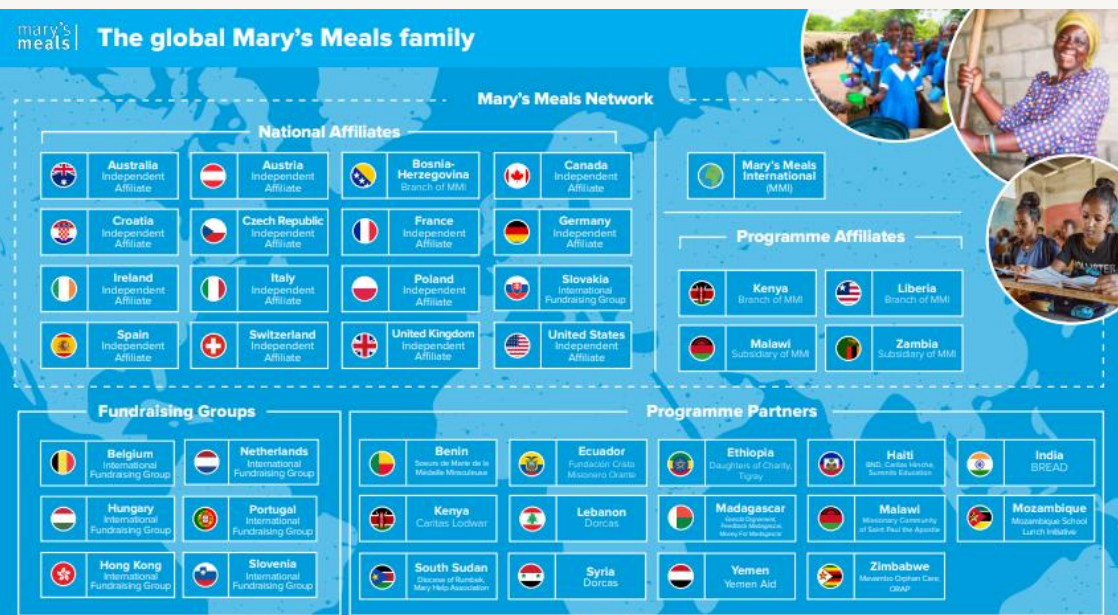
- Ensure safeguarding donor compliance requirements are made known to relevant staff.
- Ensure safeguarding is adequately budgeted for in project proposals.

Essential Skills & Experience

- Strong commitment to Mary's Meals' vision, mission and values.
- A strong track record in growing income streams, with success securing multi-year funding at the level of six figures+.
- Experience of raising funds from a diverse range of fundraising streams including major donors, institutional funders, foundations, multi-lateral funders and corporations.
- A solid understanding and experience of how donors make decisions to ensure maximum fundraising success.
- Experience working in collaboration with other teams such as Communications and Marketing to drive income generation.
- Knowledge of the regulatory framework in relation to fundraising and the not-for-profit sector.
- Experience working at a senior leadership level including experience in a similar role and leading a highly-skilled fundraising team in international development.
- Strong communication skills, with the ability to get buy-in and commitment to the vision and mission within the organisation and across the global movement, involving diverse groups.
- Ability to build relationships with multiple stakeholders at all levels.
- Experience of developing and implementing strategies, policies and procedures and translating these into action.
- A proven track record in building capacity and developing and leading high performing remote teams.
- Experience speaking in front of large audiences, both virtually and in person, to be an ambassador for Mary's Meals.

Our Fundraising Network

Mary's Meals fundraise directly through the National Affiliate Network and International Fundraising Groups in 22 countries, as well as internationally through Mary's Meals International and our information centre in Medjugorje.



Where to find more information on our website

[Where we work](#)

[Our Impact](#)

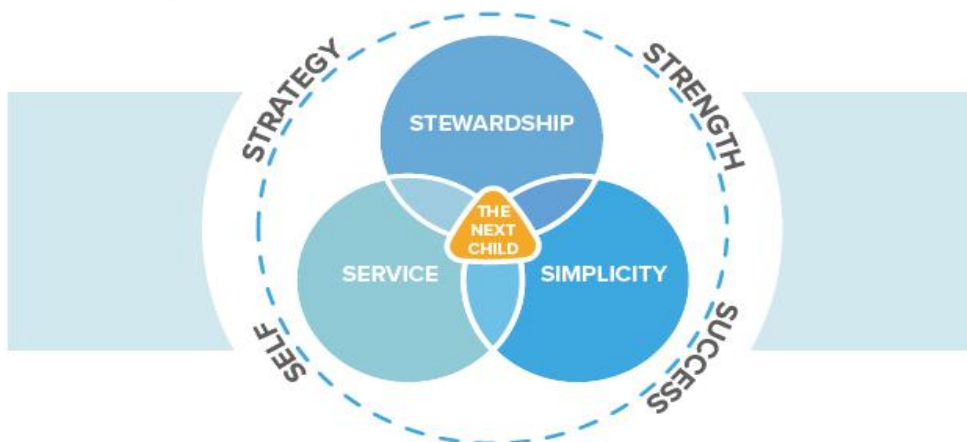
[Books & Films](#)

[Mary's Meals](#)

How we work

ASPIRATION INTO ACTION

Empowering our people to deliver on the promises we make is at the heart of our mission and is more crucial than ever if we're going to turn our aspiration into action. As our movement continues to grow we need to make sure we work harder than ever to: a) keep things **simple** b) remain completely committed to **serving** the children at the heart of our organisation and c) be terrific **stewards** of the gifts that are entrusted to us. These three elements of our unique culture will accelerate our journey and help us reach the next child sooner.



SIMPLICITY

We will remain focused on our core vision – that every child should receive a daily meal in school – and communicate the needs of the children we serve and the nature of our mission in a straightforward, open and transparent way.

SERVICE

We will approach our vision and mission in a spirit of deep vocation and humble service, seeking always to be faithful servants of hope, the global movement, and those little ones who eat Mary's Meals each day.

STEWARDSHIP

We will strive to be good stewards of every gift entrusted to us – treating each one with deep love, respect and gratitude – and build meaningful, long-term relationships with all those involved in our work.



Recruitment process

Our processes are informal and informative. We are keen to get to know more about you, your experience, your motivations and hopefully give you a clear picture of the opportunity and life here at Mary's Meals International.

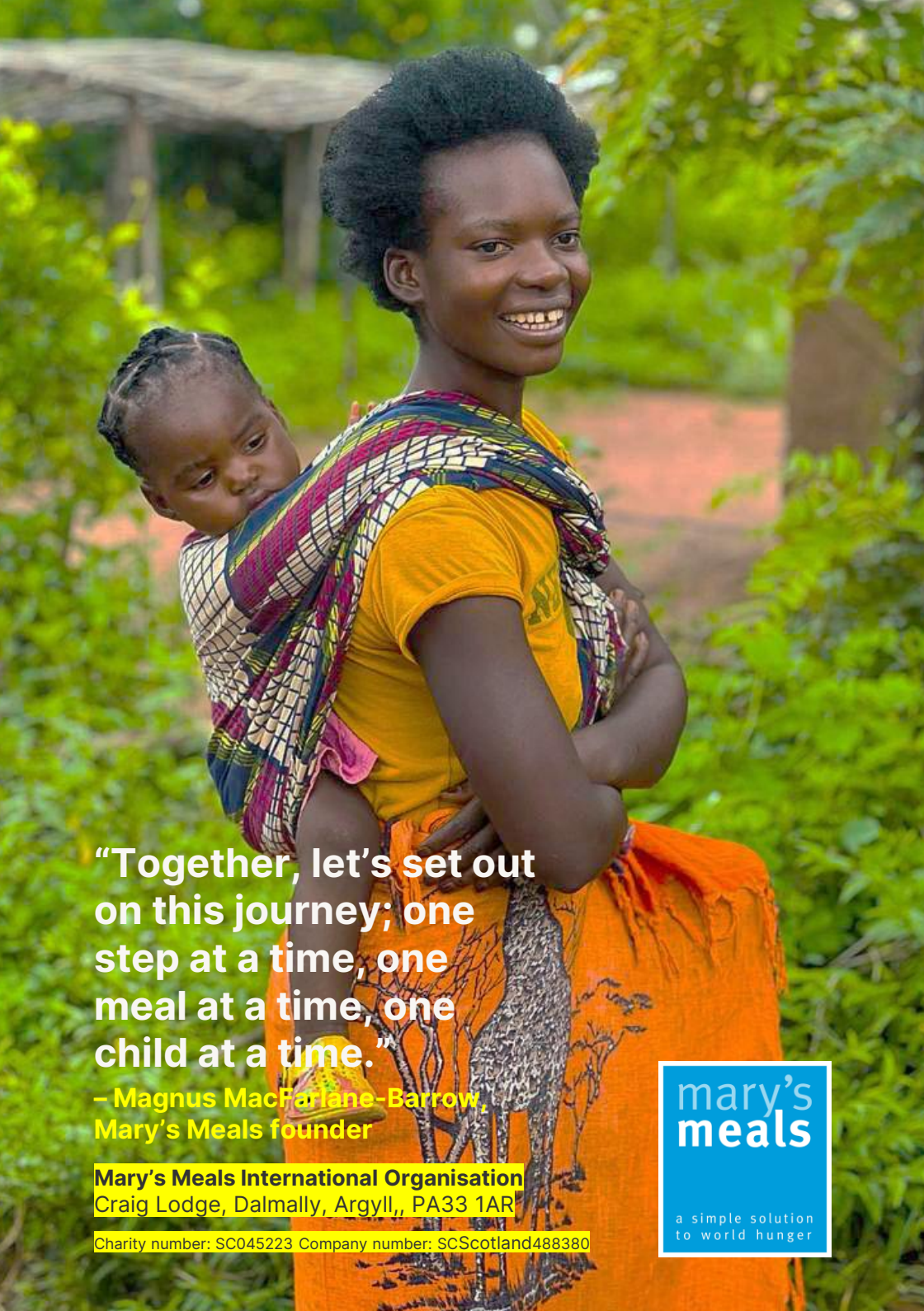
- Initial MS Teams call with Head of Recruitment
- Interview with Chief Growth Officer and Growth Senior Leadership Team member
- Final interview with Chief Growth Officer and CEO & Founder.

How to Apply for this Role

If you are inspired to join our movement and vision, if our mission and values resonate with you, we would love to hear from you. To apply please visit our Work With Us page, [Work with us](#) | [Mary's Meals](#)

Please include your CV and a succinct covering letter of no more than 1 page, sharing why this role would be a great fit for you and why you want to work for Mary's Meals International. For any enquiries or questions regarding the role or to discuss any adjustments to our recruitment process please email Leanne Gordon – Head of Recruitment at jobs.mmi@marysmeals.org





**“Together, let’s set out
on this journey; one
step at a time, one
meal at a time, one
child at a time.”**

**– Magnus MacFarlane-Barrow,
Mary’s Meals founder**

**Mary’s Meals International Organisation
Craig Lodge, Dalmally, Argyll,, PA33 1AR**

Charity number: SC045223 Company number: SCScotland488380

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