



Recruitment Pack

Director of Programme Development

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 Programme Development

Directorate: Programmes
Reporting to: Chief Programmes 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

The Director of Programme Development provides strategic, visionary leadership for Mary's Meals' programme development efforts.

This role drives the continued evolution of our school feeding approach and related policies, impact and learning, ensuring a continued focus on innovation and excellence, and enabling us to achieve our ambitious goals aligned with our organisational strategy.

The postholder will also line manage and support Country Directors across Mary's Meals programmes, ensuring strategic alignment, capacity building, and programme excellence.

The role holder will be contributing significantly to cross-organisational strategy and transformational change. .



Key Responsibilities & Activities

Strategic Leadership

- Lead the design and evolution of Mary's Meals' programme development strategy and align it with cross-organisational goals.
- Lead transformational initiatives that improve programme quality, effectiveness, and impact.
- Translate strategic goals into actionable initiatives across our Global programmes.
- Drive high-impact collaborations across Programmes, Growth partnerships, Finance, safeguarding, and other key functions.
- Build strategic partnerships with external stakeholders, including multilateral institutions and sector networks, governments, and research bodies, championing Mary's Meals' values and approach with external forums.
- Active participation in Programmes Senior Leadership Team, representing programme development in key MM forums including with the Executive Leadership Team, project Steering Committees, and in Board meetings.

Key Responsibilities & Activities

Leading & Managing

- Provide strategic leadership and professional development support to Country Directors, the Head of Programme Development and MMI Programme Development team.
- Develop and oversee the Programme Development annual and 3-year plans, and the annual budget, keeping simplicity and stewardship at the core of planning and budgeting.
- Lead the Programme Development team and co-lead the Programmes Extended Leadership team.
- Build a culture of accountability, collaboration and empowerment across Mary's Meals programme countries.
- Provide strategic direction and leadership to achieve the organisation's mission and goals.
- Oversee the development, implementation and monitoring of efficient and agile operational plans to get results.
- 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 with a high degree of autonomy, subject matter expertise and technical competence.

Key Responsibilities & Activities

Programme Strategy and Policy

- Develop and oversee implementation of country-level strategic plans, including government engagement plans, aligning them with our global Who We Reach strategy.
- Oversee policy development in key strategic areas, consulting and collaborating effectively with Programme Operations, our implementing programmes and other key stakeholders.
- Lead or participate in relevant strategic initiatives and projects, ensuring that they are in line with our strategic direction.
- Lead the organisation's programmatic learning agenda, embedding evidence-based improvement.
- Champion the integration of research insights into policy and practice.
- Oversee the integration of safeguarding policies, standards and best practices into programme design.

Programme Excellence, Research and Learning:

- Oversee the evolution of the Theory of Change, working alongside the MMI PDO team, ensuring our impact is well understood and used for both external sharing and internal learning purposes.
- Identify and lead in innovations, including ensuring that pilots are evaluated and embedded into practice as applicable.
- Lead the organisation's programmatic learning agenda, embedding evidence-based improvement.
- Champion the integration of relevant data and research insights into policy and practice.
- Ensure that our safeguarding policies, standards and best practices are embedded into our global programmes, including in programme design and evaluation.

Key Responsibilities & Activities

Other

- To represent Mary's Meals externally in forums and meetings 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.

Additional information:

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

- Work within the framework of the Mary's Meals mission, vision and values.
- Ensure familiarity with and adhere to all MMI policies and procedures.
- Undertake and apply learning from appropriate training and development programmes.
- You may be required to travel to countries where Mary's Meals operates.

Skills & Experience

Essential Skills & Experience

- Strong commitment to Mary's Meals vision, mission and values
- Significant strategic leadership experience in international development.
- Proven track record of leading transformational change across global programmes.
- Experience in research, evaluation, and policy influencing in humanitarian or development settings.
- Demonstrated experience in coaching and leading senior staff and diverse international teams.
- Excellent relationship-building, communication, and strategic influencing skills.
- Deep cultural sensitivity and experience working cross-culturally.

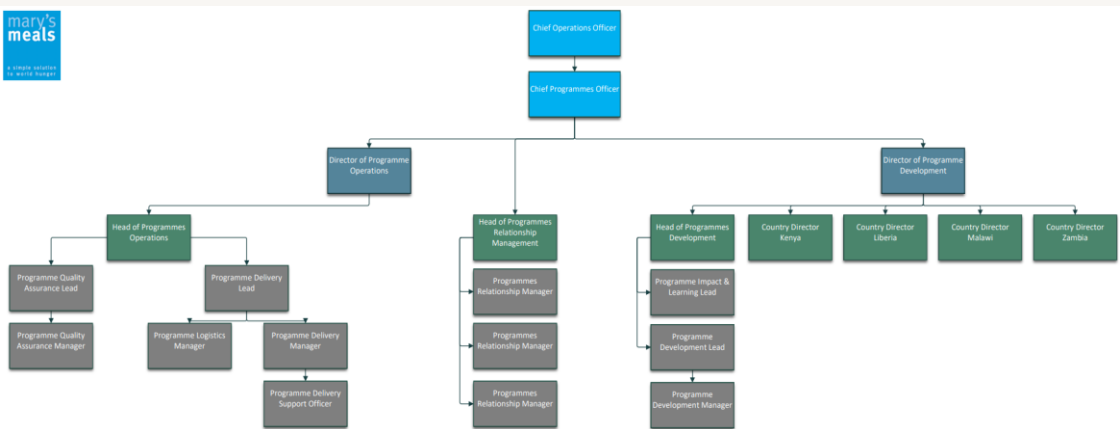
Desirable skills & experience

- Experience working in or with governments and high-level stakeholders, particularly in strategic advocacy and/or policy influencing at the national or international level.
- Strong understanding of digital tools, data systems, or innovations in programme delivery and learning.
- Experience working with community-led initiatives.
- Familiarity with school feeding or similar sectoral approaches.
- Strong understanding of safeguarding in international contexts, particularly in relation to child safeguarding.

Qualifications:

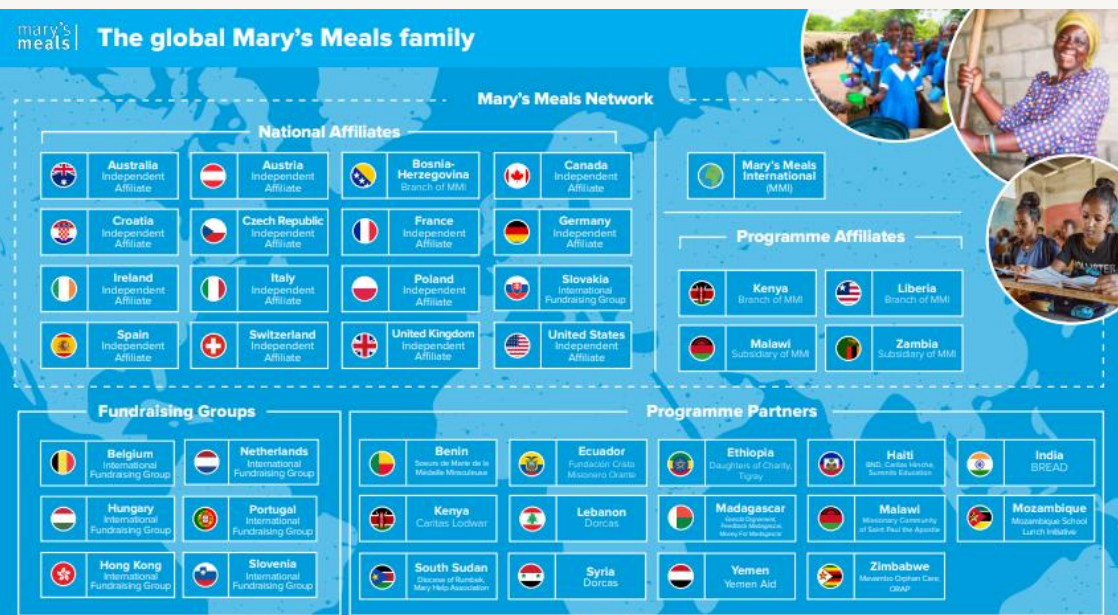
- Degree qualification in Social Sciences or a related field, and a preference for a relevant post-graduate qualification.

Organisation Chart



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](#)

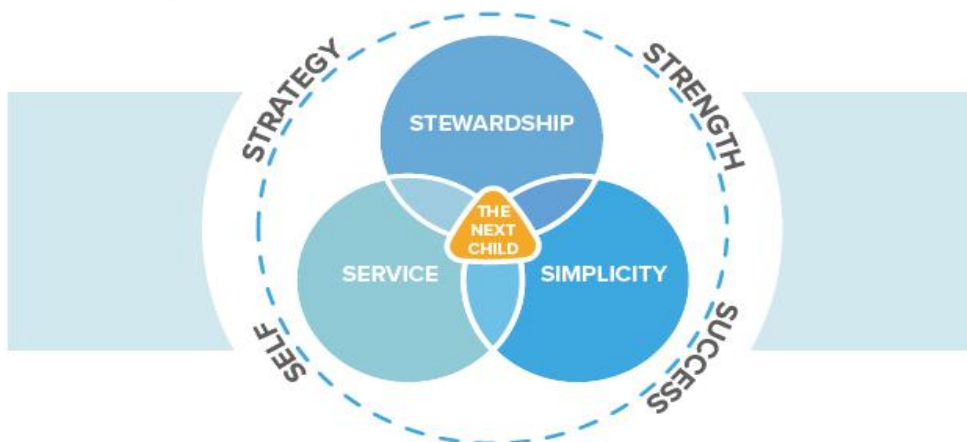
[Books & Films](#)

[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.

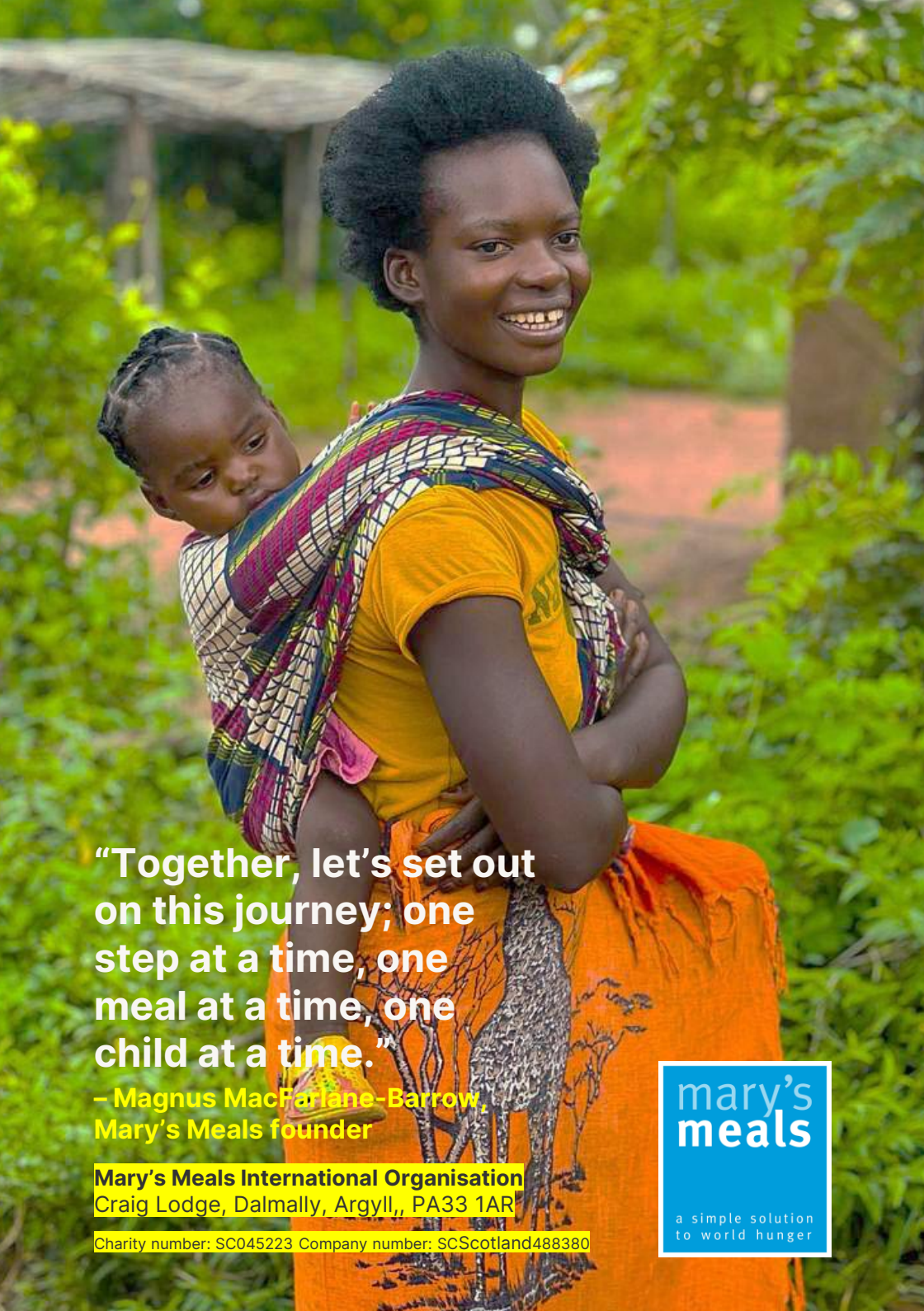
- Initial MS Teams call with Head of Recruitment
- Interview with Chief Programmes Officer & Chief Officer – People & Governance
- Final interview with Chief Programmes Officer & Chief Operations Officer

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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