

Department: ELT
Reporting line: Reporting through the MMI Board Chair to the MMI Board
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.

Mary's Meals International (MMI) provides centralised support to the global Mary's Meals network which includes our Programme Affiliates and National Affiliates. MMI oversees the delivery of the Mary's Meals School Feeding programme globally. MMI also provides a range of tactical and strategic support to our awareness raising groups worldwide including, finance, HR, marketing, communications, risk, IT, legal and fundraising.

Role purpose:

The MMI Executive Director will have full responsibility for the running and leadership of Mary's Meals International in the delivery of its key responsibilities as laid out in Covenant of Participation and the current global strategic plan.

Provide outstanding, transformational leadership of MMI in a way that supports and inspires faithful adherence to the vision, mission and values of Mary's Meals including the principals of 'solidarity' and 'subsidiarity' which underpin our global approach.

Key responsibilities & activities:

Executive Leadership: Provide inspirational leadership to MMI's ELT and ensure alignment and high-quality execution of all activities.

Strategic Leadership: Oversee the coordination of the global Mary's Meals strategic planning process, ensuring that goals and objectives are clearly set and prioritized, and that plans for achieving these are in place. Develop systems to track and report on progress to all key stakeholders.

Programme quality and development: Oversee the high-quality and sustainable delivery of our growing school feeding programme. Support the development of our work and find new ways to reach the next child waiting.

Growth of the movement: Working with the President and Founder, the Growth team and the MMI Board, oversee the development and delivery of a comprehensive global strategy that will see radical growth in our supporter base and income across a range of opportunities including a strong and sustainable grassroots movement.

Financial Stewardship: Provide excellent global financial management and planning for the global family, ensuring we exercise stewardship of every gift given. Ensure effective resource management, and robust financial management and governance.

Stakeholder Engagement: Build strong external networks with partners, funders, policymakers, and media to increase influence, visibility and reach. Continue to realise the numerous significant opportunities we have to grow through faith communities and networks.

People & Culture: Oversee the development and delivery of a people strategy that supports current and future needs of the global network. Foster a healthy, inclusive organisational culture that champions our unique values.

Global Leadership: Champion innovative leadership and support the development of existing and future leaders.

Organisational development and change: Lead the global movement through growth, transition, and transformation, ensuring it remains fit for purpose in a rapidly evolving global context. Champion an organisational development agenda to aligning the role of MMI and its purpose, structure, culture and capabilities.

Business systems: Ensure our business systems, processes and procedures meet the requirements of the organisation and enable MMI to serve the movement efficiently and effectively. Increase effectiveness and efficiency across our global work including best use of technologies available

Collaboration and cooperation: Contribute to the development of activities that will increase collaboration and cooperation across the family for the benefit of the global movement.

Governance: Work closely with the MMI Board, provide transparent reporting, and ensure the organisation meets all legal, ethical, and regulatory requirements globally. Ensure that MMI fulfils its legal, statutory, and regulatory responsibilities. This includes ensuring that there is an effective approach to safeguarding, resource and performance management, risk management, security, audit and compliance with statutory obligations in different territories

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.
- 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.
- You may be required to travel to countries where Mary's Meals operates.
- 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.
- Demonstrate behaviours that promote a safe culture and raise any safeguarding concerns immediately.

Essential skills & experience required for this role:

- Significant senior leadership experience at executive or CEO level, ideally within international NGOs, charity, social impact organisations, or similarly complex global environments.
- Extensive experience of strategic planning, business development, and management of operational delivery and organisational change.
- An inspiring, vision driven- leader who communicates a compelling sense of purpose and creates confidence and clarity.
- Deep knowledge and passion for Mary's Meals through prior participation in our mission.
- Ability to lead transformational change while maintaining stability and mission focus.
- Authentic and values -led, consistently modelling integrity, humility, compassion, and accountability in decisions and behaviours.
- A skilled people leader committed to building high performing teams and developing senior leadership capability.
- Collaborative and empowering, fostering a leadership culture that encourages high-quality delivery, learning, and innovation.
- Experience of representing an organisation to key supporters, funders and stakeholders with excellent networking, presentation and public speaking skills.
- A highly effective leader who is resilient, resourceful and able to work under pressure compassionately to manage a complex workload.
- Highly developed communication skills, both written and verbal, with the ability to have a strong impact across a wide range of audiences.
- A strong vocational attitude with a high level of commitment to Mary's Meals' vision, mission and values.
- Track record of modelling high standards of personal conduct, honesty and integrity that encourages and inspires colleagues and stakeholders alike.

- Strong experience of developing and maintaining effective relationships with a wide variety of internal and external stakeholders, including employees, volunteers and supporters.
- Self-awareness, resilience, and the ability to remain centred and effective in complex or high-pressure environments.

Desirable:

- Experience of international development, preferably in a school feeding and/or global poverty reduction context.
- Experience of developing and implementing fundraising strategies in the non-profit sector.
- Knowledge of and experience with working in Christian faith networks – especially Catholic.