



Recruitment Pack

Executive Director – Mary’s Meals International





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 President & 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.

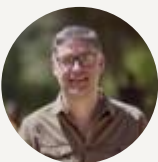
This meal, cooked and served by local volunteers, meets the immediate need of the hungry child and, at the same time, plays a key role in encouraging them into the classroom where they gain an education that can set them free from poverty.

Today we serve over 3 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.



Magnus MacFarlane-Barrow
President & Founder

Welcome from Our Board Chair

On behalf of my Board colleagues and myself, thank you for your interest in the work of Mary's Meals and in our recruitment for the Executive Director of Mary's Meals International. The Board and I sincerely appreciate that you are taking the time to consider this special leadership opportunity.

As you will read in the Welcome from Magnus MacFarlane-Barrow, Our President and Founder, Mary's Meals holds a simple Mission to provide a daily meal in their place of education to some of the world's poorest children. We have an extraordinary legacy, stretching back some 30 years, and showing consistent and impressive growth in our ability to provide meals for increasing numbers of children over this period. Sadly, the numbers of hungry children waiting for a meal continues to grow and we remain determined to expand our work to respond to that growing need.

As our CEO, and now President and Founder, Magnus has provided the inspiration and leadership for Mary's Meals since its inception and earliest development many years ago. Magnus will continue to provide leadership to the Mary's Meals Family, and we are now looking for an Executive Director to lead Mary's Meals International who will provide complementary and collaborative leadership as we seek to expand our work to meet that growing call for a daily meal.

The role of Executive Director of Mary's Meals International is a new position which has been created to enable Magnus to take on the more focussed responsibilities as President of the Mary's Meals Family. As such the new Executive Director will have the opportunity, working closely with Magnus and the Board, to identify and implement transformational leadership of Mary's Meals International. The Executive Director will lead our Mary's Meals International organisation in a way that supports and inspires careful alignment to the Vision, Mission and Values of Mary's Meals, including the principles of solidarity and subsidiarity which underpin our global approach.

Thank you again for your interest, and I look forward to hearing from you.

John C Darley
Chair of Trustees
Mary's Meals International

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.



Executive Director – Mary’s Meals International

Reporting to: MMI Board (Chair)
Contract type: Permanent
Location: Remote role
Salary: GBP £95,851

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
- Wellbeing Solutions Assistance Programme



Role Purpose

The 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: 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.

Growth of the movement: 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.

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.

Key Responsibilities & Activities

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:

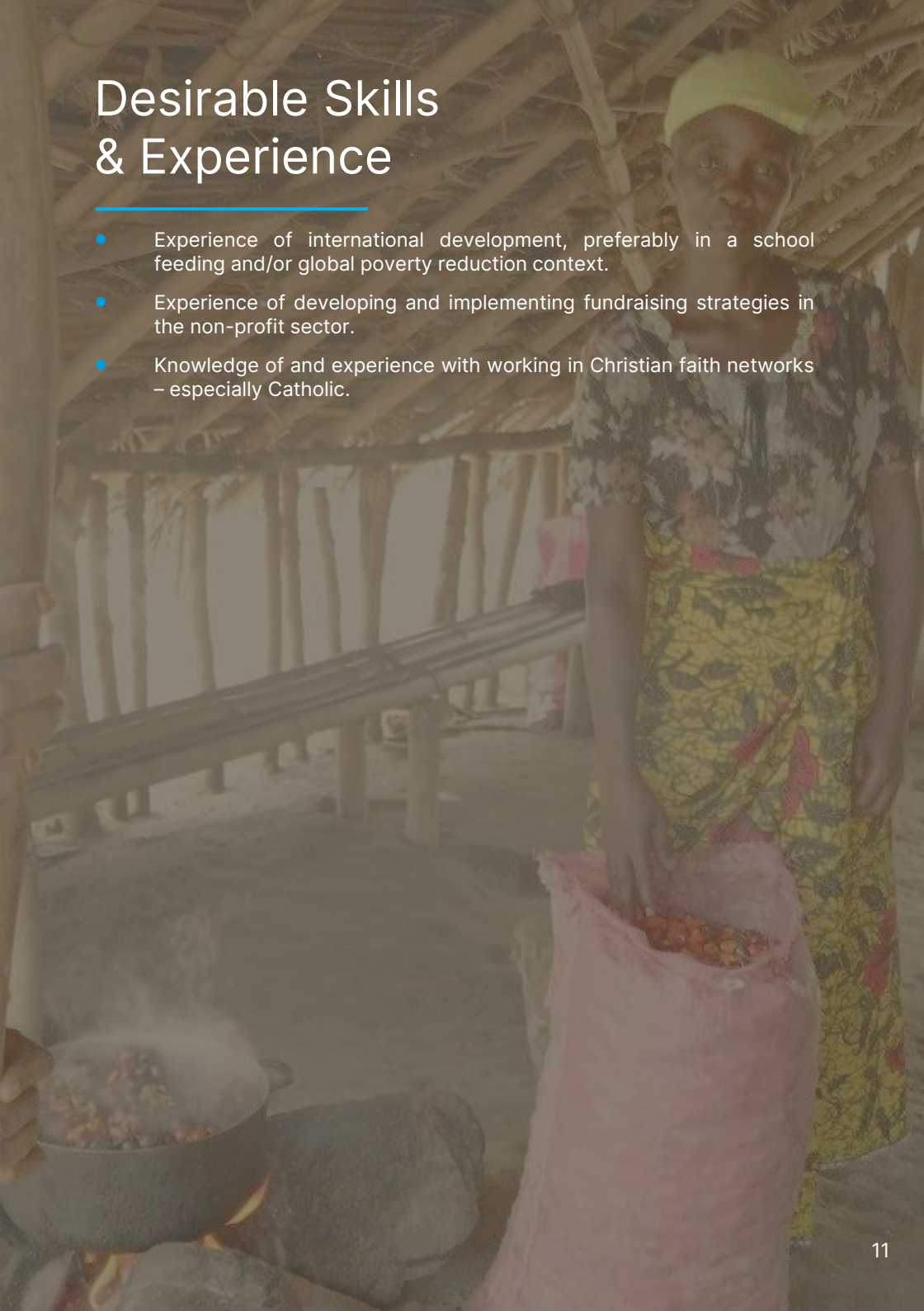
- Work within the framework of the Mary's Meals mission, vision and values.
- Work towards achieving department strategy, operational plans and objectives.
- Ensure familiarity with and adhere to all MMI policies and procedures.
- Undertake and apply learning from appropriate training and development 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

- 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 Skills & Experience

- 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.



Our Leadership Framework



Mary's Meals Leadership Framework 2026

With our values and key behaviours as the foundations, leaders at Mary's Meals help to reach the next child waiting by focussing on four key domains:



► Shape the Future

We see the bigger picture and shape the future by developing ambitious strategies that have impact.

◀ Develop Self

We lead with self-awareness, humility and integrity and set ourselves stretching goals.



Mary's Meals
Values and
Key
Behaviours



► Drive Results

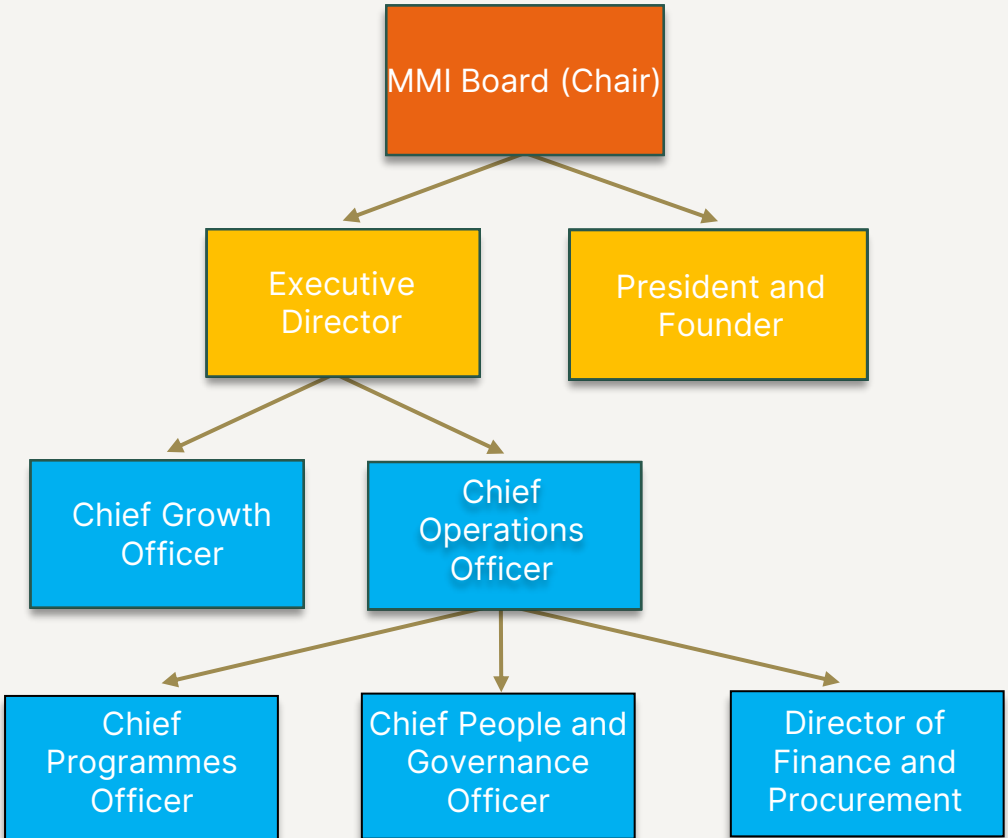
We deliver impactful results with clarity, simplicity and accountability.

◀ Build Collaborative, High-Performing Teams

We thrive together by building high-performing teams that collaborate across the global family.



Organisational Chart

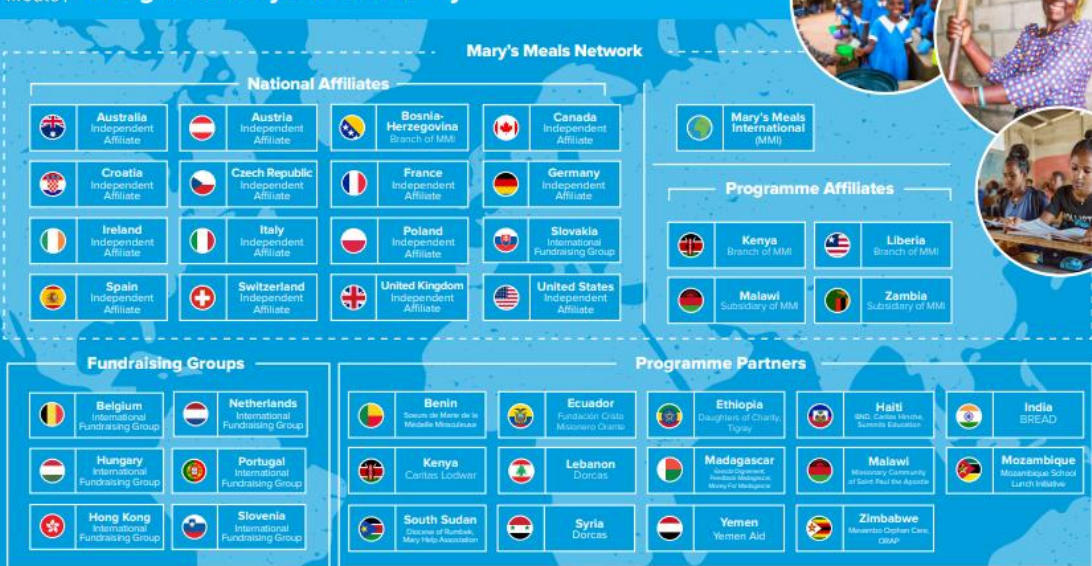


Our Network

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



The global Mary's Meals family



Where to find more information on our website

[Where we work](#)

[Our Impact](#)

[Books & Films](#)

[Mary's Meals](#)

[Strategic Plan 2026-2028](#)

Recruitment process

Our processes are informal and informative. Designed to get to know you, your experience and motivations, while giving you a clear insight into the role and life at Mary's Meals International.

The recruitment process will include:

- Initial MS Teams call with Head of Recruitment – MMI.
- MS Teams interview with External Recruitment Partner.
- MS Teams call with President & Founder & Chief People & Governance Officer – MMI.
- Opportunities to engage with Executive Leadership Team and key stakeholders.
- Panel interview with Board Chair & Trustees.

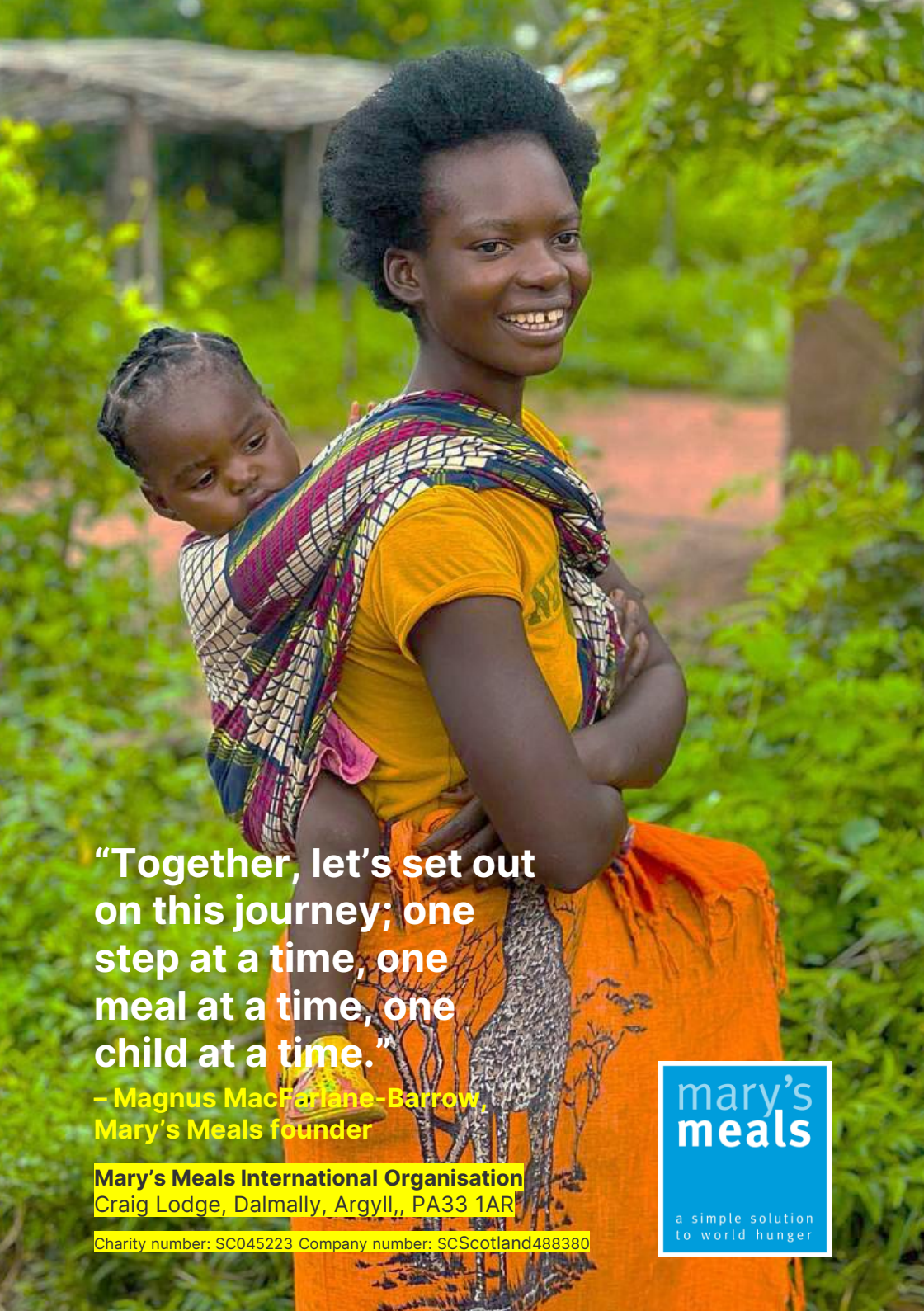
How to Apply for this Role

If you are inspired to join our movement and 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 click Apply and include your CV and a succinct covering letter, of no more than one A4 page, highlighting your motivations, suitability and outlining your participation in our mission.

Closing date: 22nd June 2026

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

**mary’s
meals**

a simple solution
to world hunger