The Global Alliance for Improved Nutrition (GAIN) is a Swiss-based foundation launched at the United Nations in 2002 to tackle the human suffering caused by malnutrition. Due to COVID19, conflict in Ukraine and climate change, malnutrition and hunger have worsened significantly since 2019, reversing a decade of progress. There is growing recognition that our food systems need to change if we are to reverse these trends.

GAIN’s Strategy aims to transform food systems to make healthier diets from sustainable food systems accessible to all people and especially those who are most vulnerable to shocks. By 2027, we aim to improve the access of 1.5 billion people to nutritionally enhanced staple foods, improve the access of 25 million people to healthier diets, and support positive food system change in 10 countries. This is bold and complex, and the only way to achieve this is to work together with partners including governments, businesses, and civil society at the country and global level. These goals, and the ways of achieving them, build on our twenty-year legacy of transforming people’s lives with improved nutrition through concerted action and effective policy change.

Large scale food fortification (LSFF) and biofortification (the production and commercialisation of nutrient-enriched crops) are two complementary strategies that increase access to diets rich in micronutrients. LSFF involves the addition, during food processing, of one or several micronutrients to foods which are widely consumed even by the poorest families; it is particularly well suited to contexts where staple foods are purchased from the market after being subject to some degree of processing. Biofortification is uniquely helpful where rural households consume food they grow themselves, but is also a promising strategy for increasing the micronutrient content of foods used in large-scale public procurements and even in commercial value chains. Both interventions are at the heart of GAIN’s mission of improving the consumption of safe and nutritious food for all people, especially the most vulnerable to malnutrition, and GAIN supports national and regional nutrition strategies to integrate these interventions where existing food supplies and limited access fail to provide adequate levels of nutrients in the diet.

The Senior Programme Lead will lead the combined micronutrients interventions portfolio, working with the broader Programme Services Team (PST), senior leaders in GAIN country offices, Knowledge Leadership (KL), and Finance. You will support and line manage the Lead, Nutrient Enriched Crops and Lead, Large Scale Food Fortification (in the interim, manage the LSFF team directly until the LSFF Lead is recruited). In addition, you will work closely with external partners and stakeholders to ensure that fortification is optimised as a public health strategy to reduce micronutrient deficiencies.
Global Alliance for Improved Nutrition

**Overall purpose**
The Senior Programme Lead, Food Fortification, will maintain and enhance GAIN’s strong track record in the field of food fortification (both LSFF and biofortification). Internally, you will support the design, resourcing and implementation of programmes and projects which are technically sound, aligned with GAIN’s corporate strategy, and meeting the needs of vulnerable populations. Externally, you will act as GAIN ambassador to partners, donors and beneficiaries, representing excellence in GAIN programming. You will help galvanize donor support and provide a critical link between country operations and programming on resource mobilization. The role will also link food fortification to other key food systems interventions, building a strong team with strategic partnership with many different stakeholders.

**Tasks and responsibilities**

**Global leadership (~25% LoE)**
- In existing global fora and directly engaging with the thematic leads in UN agencies and major donors, contribute strategic direction and good practice to build evidence-based innovations leading to LSFF and nutrient enriched programmes that address challenges and fill gaps in food systems
- Convene events that shape the global strategic direction for nutrition, create an environment for technical discussions among relevant partners for collective impact
- Develop and manage relationships with other organizations active in the LSFF and biofortification space
- Support delivery of the programme’s dissemination and visibility plan (incl. by leading on dissemination workshops, manuscripts, publications, blogs, white papers, articles, factsheets, brief), (alongside KL and Comms, and Country Offices where relevant)
- Manage Internal communications within GAIN on programme progress and results

**Fundraising (~25% LoE)**
- Raise new funding for GAIN’s programmes and promote GAIN’s reputation with donors so that fortification again contributes ~25% of GAIN’s programme portfolio by value
- Provide technical support to Development Office on major bids for multi-country / multi-sectoral proposals and strategic donors
- Identify new and existing donors and regularly meet with them to canvass for new business and report back on existing funded work
- Identify new channels of funding (foundations, UHNWI)

**Deepen GAIN’s programmatic strategy (~10% LoE)**
- Develop a new approach to food fortification, taking full advantage of technical, systems, data and policy innovations in the field and piloting new business models
- Help build links and complementarity between LSFF and biofortification, as well as with other programmes.
- Provide guidance to GAIN country teams on strategy development, state of the field, and positioning of GAIN
- Proactively seek input from experts in the field
- Mainstreaming digitalization approaches and artificial intelligence

**Support design and delivery (lead on projects in non-GAIN office countries and support for GAIN office countries) (~25% LoE)**
- Constantly emphasize key GAIN design parameters (impact, scale, and sustainability), promoting innovative, customer-focused, and high value-for-money solutions
- Support design process and provide technical know-how to deliver strategically relevant, sound and feasible project design
- Identify technical networks, strategic partnerships, forums etc., where GAIN needs to play a strategic role
- Contribute and in some cases sign off on donor reports
Global Alliance for Improved Nutrition

- Implement country level activities in countries without GAIN presence: a) provide technical assistance and course correction guidance; b) financial oversight and discipline. Support these activities in countries where GAIN has presence

Create and maintain a high-performing staff (~15% LoE)

- Mentor and coach Programme Leads and other senior professional staff and ensure they are growing into leaders within the organization and externally
- Support the recruitment of key technical staff
- Champion and demonstrate GAIN’s values
- Protect and promote the effective functioning of the Quad system, with agreement from PST Deputy Director, sign off on selected Quads

Key organisational relationships

- Reports to the Deputy Director, Programme Services
- Manages Lead, Nutrient Enriched Crops and Lead, LSFF
- Country Directors and GAIN Strategic Management Team
- Policy & External Relations Team
- Knowledge Leadership senior staff

JOB REQUIREMENTS

Competencies

- Broad understanding of the nutrition-food systems nexus, public health, and community development
- Excellent managerial and leadership skills (people and project management)
- Outstanding communication skills in multicultural, multi-lingual environments. Ability to present to large audiences with authority
- Strong networking, influencing, negotiation and advocacy skills.
- Strong track record of problem-solving and identifying creative solutions to complex issue
- Ability to operate within private and public sectors to effectively liaise with private companies, development agencies and governments
- Ability to use initiative, prioritize, multi-task, and work well under pressure to meet deadlines
- Excellent analytical and problem-solving skills
- Good understanding of key trends in international and humanitarian development
- Passion, energy and enthusiasm to drive the food fortification agenda on the global stage

Experience

- Substantial leadership and programme management experience in relevant field, including at a strategic management level
- Strong experience with Large Scale Food Fortification program/project work required.
- Strong track record managing (directly and indirectly) extended project teams; ability to manage senior and technical advisers and consultants
- Successful track record of designing and managing multi-million-dollar, donor-funded projects
- Solid experience in representation with key donors, government, internal and external stakeholders with a demonstrable track record in fundraising and business development required
- Experience in building effective personal networks at a senior level, resulting in securing new opportunities for the organization
- Demonstrated success in building and managing multi-disciplinary teams
Global Alliance for Improved Nutrition

| • Experience in agricultural value chains desirable  
| • A blend of experience from public and private sectors preferred |

**Education**

| • Post graduate degree or equivalent in agricultural science, food science, public health, nutrition, economics, business administration or equivalent |

**Other requirements**

| • Fluent in written and verbal English.  
| • Proficiency in French is highly desirable  
| • A willingness and ability to travel in-country and overseas as and when required |

**WHAT GAIN OFFERS**

| • A competitive renumeration package  
| • Flexible working hours through hybrid working opportunities  
| • Friendly working environment  
| • Professional development opportunities  
| • The chance to make a lasting contribution to reducing global malnutrition |