

## Global Alliance for Improved Nutrition

<b>Job Title:</b>	<b>DIRECTOR OF COUNTRY PROGRAMMES</b>
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<b>Classification:</b>	A9	<b>Direct Reports:</b>	6 - 10
<b>Work Location</b>	Open, UK or Geneva	<b>Travel Required:</b>	20-30%

The Global Alliance for Improved Nutrition (GAIN) was launched at the UN in 2002 to tackle the human suffering caused by malnutrition. GAIN is a global, Swiss-based foundation that mobilises public-private partnerships and provides financial and technical support to deliver nutritious foods to those people most at risk of malnutrition. Our programs in Africa and Asia enable better diets via nutritional products, such as fortified staples foods, including cooking oil and flour, and condiments like salt and soy sauce. We also support improved maternal and infant health by promoting breastfeeding and specialised products for infants over six months and young children. In addition, we partner with local businesses to improve the quality of food along agricultural value chains. By building alliances that deliver impact at scale, we believe malnutrition can be eliminated within our lifetimes.

GAIN works in about fifteen countries and a wide variety of socio economic settings. The Director of Country Programmes will be based in our London or Geneva offices, supporting this work around the world, ensuring exceptional strategic oversight and operational support to our country offices and the Country Directors who lead them. We want – and need – to make our country operations front and centre in our work; and to support even higher levels of programmatic delivery. This role will provide strategic and operational leadership to that ambition.

To do so, we are looking for an individual who shares GAIN’s values and goals, and has the skills and experience to lead this work. This is a demanding and rewarding job, working with a strong and committed team.

Description
<p><b>Overall Purpose:</b></p> <p>This is a senior management and leadership role. The Director of Country Programmes (DCP) will:</p> <ul style="list-style-type: none"> <li>• Provide strategic direction, insight and support to the Country Directors, including on country strategies, country programmes and operational matters.</li> <li>• Be accountable for country programme delivery (for which Country Directors are responsible.)</li> <li>• Work across GAIN as the key interlocutor between HQ and country offices; identify ways to strengthen country technical and operational capacity; and create the conditions for country offices to succeed.</li> <li>• Line-manage the Country Directors, ensuring robust performance assessments, support and mentoring.</li> <li>• Work with Country Directors, Programme Services, Knowledge Leadership, the Development Office and others to support the development and funding of sustainable programmes of work.</li> <li>• Strengthen cross-learning (programmatic and operational) in and amongst country programmes and the rest of the organisation.</li> </ul>

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### Tasks and Responsibilities:

- Oversight and accountability for GAIN country programme delivery.
- Support the Country Directors to develop and implement effective country strategies.
- Work with colleagues to ensure GAIN policies and practices support and inform effective country office delivery.
- Exceptional line management of the Country Directors, mentoring and supporting them to ensure consistent leadership.
- Oversight of the legal status of GAIN country offices, helping to ensure compliance with local legislation and maximising opportunities to decentralise and increase local ownership.
- Oversight of country office security issues.

### As a member of the Strategic Management Team, the DCP will also

- Lead organisation-wide strategic decision-making processes related to country presence (including number, location, legal status, roles and responsibilities.)
- Contribute to high-level organisational and programmatic decision-making and strategic direction at GAIN, infusing it with country context.
- Play an active role in reporting to the Board.  
Live and represent GAIN values and support a culture of impact, collaboration and excellence.

### Key Organizational Relationships

- SMT
- Country Directors
- GAIN Board
- Other senior staff
- External partners

### Job Requirements

#### Competences (Skills and Attributes)

- Exceptional leadership, people and performance management skills
- Personal ability to work effectively with diverse stakeholders including business
- Ability to augment and change processes and practices to enhance operational effectiveness
- Ability to contribute successfully to a strategic management team
- Ability to prepare and deliver compelling presentations to a wide range of senior stakeholders

#### Attributes

- Managerially supportive: focused on enabling others to achieve their best and to problem-solve
- Communication: strong communication, facilitation, negotiation, and partnership-building skills
- Operational influence: provides expert advice, makes recommendations, backed up by analysis and evidence

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<ul style="list-style-type: none"> <li>• Collaboration and team orientation: works with others to identify and deliver solutions that work locally in a global context; track record of successful cross-team working</li> <li>• Diplomacy - strong internal and external collaboration, diplomacy, representation and negotiation skills.</li> <li>• Enables decision making: supports and makes expert recommendations/decisions on complex, multi-dimensional issues</li> <li>• Adaptability: ability to adapt and work within a multicultural, multilingual, multidisciplinary environment</li> </ul>
<p><b>Experience:</b></p> <ul style="list-style-type: none"> <li>• Considerable field experience preferably in one or more of GAIN's countries, working in a development and project-based context; understanding of political, programmatic and operational factors in delivering development/aid programmes in complicated environments</li> <li>• Track record of successful fundraising for country programme work working with country teams</li> <li>• Knowledge of a range of country office legal status issues, opportunities and risk management</li> <li>• Senior level management experience including managing teams</li> <li>• Contributing to organisational development at a senior/strategic level</li> </ul>
<p><b>Education:</b></p> <ul style="list-style-type: none"> <li>• Master's Degree, public health, political science, business administration, or a suitable equivalent</li> </ul>
<p><b>Other Requirements</b></p> <ul style="list-style-type: none"> <li>• Experience of multiple country/regional offices to design, develop and implement innovative interventions and programmes is required</li> <li>• Working in nutrition/food systems sector is preferred but not essential.</li> <li>• A relevant second language is preferred but not essential.</li> </ul>