

# DIRECTOR KNOWLEDGE LEADERSHIP

February 2022



OXFORD HR  
SEARCH FOR A BETTER WORLD



## **ABOUT GAIN**

The Global Alliance for Improved Nutrition (GAIN) is a Swiss-based foundation launched at the UN in 2002 to tackle the human suffering caused by malnutrition. Working with both governments and businesses, GAIN's mission is to advance nutrition outcomes by improving consumption of nutritious and safe food for all people, especially the most vulnerable to malnutrition. We aim to transform food systems so that healthier food choices are more desirable, more available, and more affordable.





## OVERALL PURPOSE

The Director of Knowledge Leadership reports to the Executive Director.

The Director, Knowledge Leadership will be responsible for leading and developing a KL team that has three goals.

- Undertake evidence review, consolidation, and generation that helps to identify and shape and then assess and adjust programme offerings in country.
- Manage the generation of evidence of the impact of GAIN programmes: at an individual and organizational level.
- Mobilise knowledge to catalyse and guide action: of GAIN and the wider ecosystem.

The Director is also part of the Strategic Management Team which makes key decisions to advance GAIN's goals.

## TASKS AND RESPONSIBILITIES

### General

- Provides strategic leadership, oversight, and accountability of the KL team, integrating and overseeing a portfolio of monitoring, evaluation and research activities done within KL and the rest of the organisation in terms of best practice, relevance, rigor and creativity.
- Being entrepreneurial in identifying and creating funding opportunities for KL and for the wider organisation.
- Supports the team in preparing reports and presentations on performance results for donors and GAIN's Board.
- Works with colleagues to develop annual work plans, timelines, priorities and budget planning processes.
- Line management of senior KL team members promoting an inclusive, respectful, listening management style that helps staff flourish and grow.

### Undertake evidence review, consolidation, and generation that helps to identify and shape and then assess and adjust programme offerings in country

- Works closely with GAIN teams to bring the latest evidence to bear to innovate and design effective programmes to advance GAIN's mission.
- Supporting collective fundraising by improving proposals, particularly the theory of change.
- Works closely with GAIN teams to ensure effective integration of project monitoring at the earliest stages.

### Manage the generation of evidence of the impact of GAIN programmes: at an individual and organisational level

- Works with third party evaluators to develop and maintain a rigorous evaluation programme for GAIN's work.
- Supports the team to document their work, publish it and communicate it to the scientific community.
- Increase nutrition, food systems, research and evidence literacy across GAIN's programs, develop relevant tools, guidance and support the work of others in these domains.



### Mobilise knowledge to catalyse and guide action of GAIN and the wider ecosystem

- Works with other GAIN teams to ensure that GAIN's research, evidence and learning has the best chance to inform, inspire and influence others for positive impact.
  - Collaborates with Cluster & Programme Leads, Communications and the Policy and External Relations team, to influence government and business policy through an evidence-based approach.
  - Works with the Policy and External Relations team to define a dissemination and influencing strategy and ensure technical quality of learning and research.
- Collaborates with other agencies involved in delivering nutrition programs and reducing malnutrition, to develop common approaches to performance management.
- Represent GAIN externally, promoting GAIN findings, perspectives and values to global and country science and non-science audiences.
- As a member of the Strategic Management Team:
  - Bring KL perspectives to organisational strategic issues, developing, adjusting as needed and collating results for donors and the GAIN Board.
  - Helping to develop and implement collective SMT decisions across the organisation.

## JOB REQUIREMENTS

### Competencies

- Highly respected within the food systems and nutrition fields applicable to the countries in which we work.
- Engaging respectfully with all parts of GAIN: in all aspects of the role, act as a role model in terms of our values and ways of working.
- Ability to communicate in a clear, engaging manner with donors, governments, civil society, and colleagues within GAIN.
- A good general level of understanding of how critical fields such as climate, environment, and gender can link to our work.
- Innovative and creative approach to work; wants to and is able to deliver impact, drive change and develop new ways of researching, monitoring, evaluating and sharing.
- Entrepreneurial spirit: always looking to build teams, programmes, platforms with others inside and outside GAIN.
- Track record of generating income.
- Excellent relationship skills: Ability to work collaboratively and to build strong and respectful relationships with colleagues and partners and to contribute to GAIN's overall strategic development; and to develop and lead their team.

### Experience

- Extensive experience in the design, monitoring and assessment of food and nutrition programmes.
- Proven track record in successfully leading and managing teams of researchers.
- Knowledge and experience of the performance management of nutrition programmes.
- Ability to communicate complex research findings in clear ways to non-expert audiences.
- Experience in fundraising for food and nutrition programmes and/or research.
- Experience in managing portfolios of activities in multiple countries.
- Experience in a multi-cultural environment.
- Experience of working in one of the GAIN countries in Africa or Asia (desirable).

### Education

- PhD or equivalent in nutrition, food systems, public health, food science or a suitable equivalent

### Other requirements

- Experience in/working with the private sector (desirable).
- Working knowledge of other GAIN languages is an asset; fluency in English.

## WHAT GAIN OFFERS

GAIN has a fair and competitive salary structure that allows for annual progression subject to good performance. In addition, GAIN offers a total of 37 days holiday per year (including annual leave, public holidays and additional office closure days), an attractive pension scheme and competitive insurance cover including health, travel and life assurance.

We are committed to the health of our staff, especially in these challenging times, and have developed a programme of wellbeing that includes flexible working, additional leave allowances, wellbeing days, mindfulness coaching and access to independent and confidential counselling.

GAIN also has a strong commitment to professional development. We will support you to grow in your career through both formal and informal training, and are committed to providing opportunities through internal recruitment, secondments and promotion. All of this is delivered in a supportive and collaborative environment.

## HOW TO APPLY

All correspondence, at this stage, should be via Oxford HR. To apply for this post, click on the “Apply” button on the job advert page, complete our online application form, and submit your CV and cover letter as two different documents, which should be prepared before applying as they will be considered in the application process.

The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills and experience make you a good fit.

The document should be saved in PDF in the following format: Your First Name-Your Last Name-Documents Name-Date (mmyy) e.g., Pat-Jones-CV-02022-GAIN or Pat-Jones-CoverLetter-022022-GAIN.

### Timeline

Closing Date:	Monday 4th April 2022
First stage interviews:	On a rolling basis
Panel interviews:	TBC

### Selection process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the role email to their safe senders list and regularly check their spam folder.

### Equality Statement

Equality and diversity are at the core of GAIN values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

### Queries

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email at [gain-director-kl@oxfordhr.co.uk](mailto:gain-director-kl@oxfordhr.co.uk) in the first instance.





## ABOUT OXFORD HR

Oxford HR operates globally - mainly within the international development and charity sectors. We carry out retained executive search mandates at board and senior management levels. We also offer human resource and organisational development consultancy.

Oxford HR has many years of experience in search as well as an extensive network of international development, social sector, corporate, public sector, and academic contacts from across the world. We carry out comprehensive and often international searches designed to meet the specific needs of our client.

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