**Department:** Growth

 **Director of Strategic Initiatives**

**Reporting to:** Chief Growth Officer

**Contract type:**  Permanent

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**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.

**Role purpose:**

As Director of Strategic Initiatives, you will develop and drive the delivery of new strategies to grow the strength of our global National Affiliate network. This has the overall aim of increasing revenue and developing sustainable paths for steady income growth over multiple years, enabling our movement to feed more children. The Director of Strategic Initiatives will be accountable for an annual programme of change, aimed at new and existing audiences. It will include new fundraising products, technology enhancements and governance support to the benefit of the broad global organisation. This team holds deep expertise on audiences, products and emerging markets and partners broadly across the Mary’s Meals family for the achievement of engagement and income growth.

You will lead, coach and transform a global team which provides advice and support to the Executive Directors who lead our National Affiliates, as well as the MMI ELT on how we can achieve radical and sustainable growth.

**Key responsibilities & activities:**

**National Affiliate Support & Growth**

* Accountable for the overall growth of our National Affiliate network, from conception to the creation of independent National Affiliates
* Alongside the Chief Growth Officer, conceive of, consult on, and design and oversee delivery of a programme of Growth strategic initiates
* Work with MMI colleagues to identify countries/regions for potential new expansion opportunities, building strategies to capitalise on these.
* Coach and oversee the National Affiliate Executive Director forum, to consult on and introduce new global strategic initiatives and to ensure strong collaboration and best practice sharing between National Affiliates.
* As part of the Growth Senior Leadership Team, support National Affiliates to prioritise and coordinate their strategic priorities, continually encouraging initiatives to support growth, ensuring they have the right skills, tools, training and insights to do so.
* Identify and proactively manage threats to the growth of our National Affiliate network and adjust strategy where necessary to protect and maintain income levels.
* Oversee and guide the development and execution of a global Faith based strategy and actively look to create opportunities for engagement across different faith audiences, subject to strategic fit.
* Oversee and guide the youth engagement programme to create a platform for young people across the globe to engage with Mary’s Meals and raise awareness both in National Affiliates and in the international space.

**Strategic Planning & Reporting**

* As part of the Growth Senior Leadership Team, ensure that growth plans are aligned, role clarity is defined and all sections of the function are collaborating as one entity.
* Ensure that plans for strategic initiatives are well structured and include; measurable objectives, fully defined budgets and delivery schedules, and well planned activities that are clearly laid out across the calendar year, including anticipated needs from internal partners across the global network.
* Build an annual operating budget that supports the plans for the department, keeping stewardship at the core of each financial decision.

**Leading & Managing**

* Provide strategic direction and leadership to achieve the organisation's mission and goals.
* Oversee the development, implementation and monitoring of efficient and agile operational plans to get results.
* Lead, develop, coach and inspire a high-performing team, promoting a culture of engagement and empowerment including identifying and implementing opportunities for delegation and development.
* Seek all opportunities for personal growth, reflection and development.
* Role-model Mary’s Meals’ values and leadership behaviours, acting with integrity and optimism and in the charity’s best interest at all times.
* Work with a high degree of autonomy, subject matter expertise and technical competence.
* Work cross-organisationally to improve efficiency, decisively solve problems, innovate and work towards continuous improvement.
* Build and maintain effective relationships with internal and external stakeholders acting as an ambassador for Mary’s Meals.
* Communicate concisely with clarity.
* Regularly represent your function at ELT and Board meetings and at any internal and external fora with authority and credibility

**Safeguarding**

* Support National Affiliates to understand their safeguarding responsibilities, policy and procedures.
* Ensure best practice within this area is upheld within the directorate.

**Additional information:**

* You will be required to travel to countries where Mary’s Meals operates and will require a PVG/local equivalent check before undertaking any travel.

**All MMI employees are expected to undertake the following general duties:**

* Work within the framework of the Mary’s Meals mission, vision and values.
* Ensure familiarity with and adhere to all MMI policies and procedures.
* Undertake and apply learning from appropriate training and development programmes.

**Essential skills & experience required for this role:**

* Relevant degree and/or significant experience in Strategy, Programme leadership and /or Business Development
* Experience working at a senior level, with a strong track record in developing and managing high level relationships.
* Excellent change leadership capabilities to drive the cultural change that comes with ambitious strategy development.
* A sharp focus on audiences and on what works in fundraising in an international development context.
* Experience in leadership with an organisation that has entities connected to it, such as franchises, charters, or matrixed organisations where there is a blend of autonomy and connection with the central organisation.
* Experience in winning support from decision makers at the highest levels, with the ability to forge new relationships and enhance current partnerships.
* Experience as a business partner working closely with a Technology team in the delivery of technology-enabled products or campaigns
* A strong track record in growing income streams, with experience delivering tangible results and growth through new strategy development and implementation in a global environment.
* A proven track record in building capacity and developing and leading high performing teams.
* A high level of cultural sensitivity, with demonstrated ability to lead and collaborate effectively with colleagues in ‘remote’ and diverse teams across different cultures.
* Exemplary communication, mentoring and coaching skills.
* A strong vocational attitude that shows competence, commitment and contribution to the Mary’s Meals global movement and vision.
* Experience speaking in front of large audiences, both virtually and in person, to be an ambassador for Mary’s Meals.

**Changes to your role:**

As our organisation evolves and grows, your job description may need to be reviewed and if appropriate, changed. These changes may be initiated by you or your manager but always in consultation with you and your job description may also be reviewed as part of your annual MAP process.