



Recruitment Pack

Director of Governance & Risk – 12 month FTC

Mary's Meals International

mary's
meals

a simple solution
to world hunger



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 CEO and 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.



A stylized, handwritten signature in dark ink, appearing to be 'MFB'.

Magnus MacFarlane-Barrow
MMI CEO & Founder

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.



Director of Governance & Risk

12-month FTC

Directorate: People & Governance
Reporting to: Chief People and Governance Officer
Contract type: 12-month FTC – 30 hours per week
Location: Remote
Salary: GBP 49,884 (0.8 FTE)

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
- Employee Assistance Programme



Role Purpose

As Director of Governance and Risk, you will lead the development and execution of risk management, legal and governance strategies. Serving as member of the People & Governance Leadership Team, and the Global Leadership Council you will play a key role in contributing to the development and implementation of wider organisational strategy.

You will provide senior leadership to risk identification and mitigation, and lead on all aspects of legal and regulatory risk & compliance. You will provide assurance that the risks the organisation is exposed to have been identified properly and are being managed effectively, and that legal & governance frameworks are developed and embedded to effectively support and protect the organisation.

This varied and challenging role will work to ensure that the Risk, Security, Audit, Legal and Support Services teams sustain and increase their already high standards of operational excellence and high-performance culture in support of the wider Mary's Meals movement.



Key Responsibilities & Activities

Planning

- Ensuring risk management and governance strategies effectively underpin organisational plans and enable sound decision-making.
- Proactively identifying risk, legal and governance challenges and opportunities, and developing approaches to these.
- Advising on organisational and risk management performance as required.
- Contributing to delivery against the charity's strategic plan and to monitoring and reporting of progress against organisational goals and objectives.

Risk Management Assurance Leadership

- Develop and deliver a future assurance strategy that is calibrated to the strategic risks we face.
- Ensuring a culture of sound risk management and a joined-up approach to risk is embedded across the global organisation.
- Ensure the organisation's reporting and compliance requirements are identified and met.
- Strategic delivery of a comprehensive and risk-based programme of assurance work.
- Provide strategic oversight of organisational insurance arrangements, ensuring the maintenance of adequate coverage and appropriate balancing of risk versus stewardship.

Security Leadership

- Ensure there is a strategic and consistent approach to security arrangements for our locations, assets and people.
- Ensure the team is equipped to deliver a culture of prompt, responsive security and incident management.
- Strategic oversight of a crisis management framework, to ensure prompt responsive handling of any major security or risk incidents.

Legal & Governance Leadership

- Ensure the global organisation is provided with comprehensive legal support services, including advice on commercial contracts and management of legal liability.

Key Responsibilities & Activities

Legal & Governance Leadership cont.

- Ensure a strategic approach to the provision of legal advice for the global organisation, including solid management of external legal resources.
- Provide oversight of our global data protection compliance, ensuring that all policies are legally compliant, queries all promptly dealt with and potential breaches are thoroughly investigated and escalated as necessary.
- Ensure that the organisation has a robust and comprehensive overall policy framework.
- Provide strategic advice on emerging policy areas, to ensure that Mary's Meals is supported by an up-to-date policy suite.

Board, ELT and Corporate Governance

- Ensure the team have the required expertise to provide timely advice on corporate governance, and all aspects of legal and regulatory risk & compliance.
- Ensure Board governance standards are maintained, including oversight of trustee support and compliance with governance frameworks.
- Monitor delivery of global travel, executive support, and facilities management, ensuring policies, risk mitigation, and cost-efficiency are upheld, and the services underpin organisational effectiveness.
- Provide strategic oversight of all due diligence processes.
- Ensure that Company Secretarial support is delivered, including all regulatory filings and statutory records.
- Lead on the presentation of all risk, assurance and legal matters at the Finance, Risk and Audit Committee and the Board.

Leading and Managing

- Provide strategic support, leadership and direction to high performing teams.
- Shape the identification, definition and articulation of the key priorities and deliverables for the function, in the context of the overall People & Governance VTO and wider MM Strategic Plan.

Key Responsibilities & Activities

Leading and Managing cont.

- Oversee the delivery, monitoring and reporting of progress made against team and directorate strategies and plans.
- 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 and development to support the aims of our organisational strategy.
- Oversee the development, implementation and monitoring of efficient and agile operational plans to get results.
- Role-model Mary's Meals' values and leadership behaviours, acting with integrity and optimism and in the charities 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.

Additional Information:

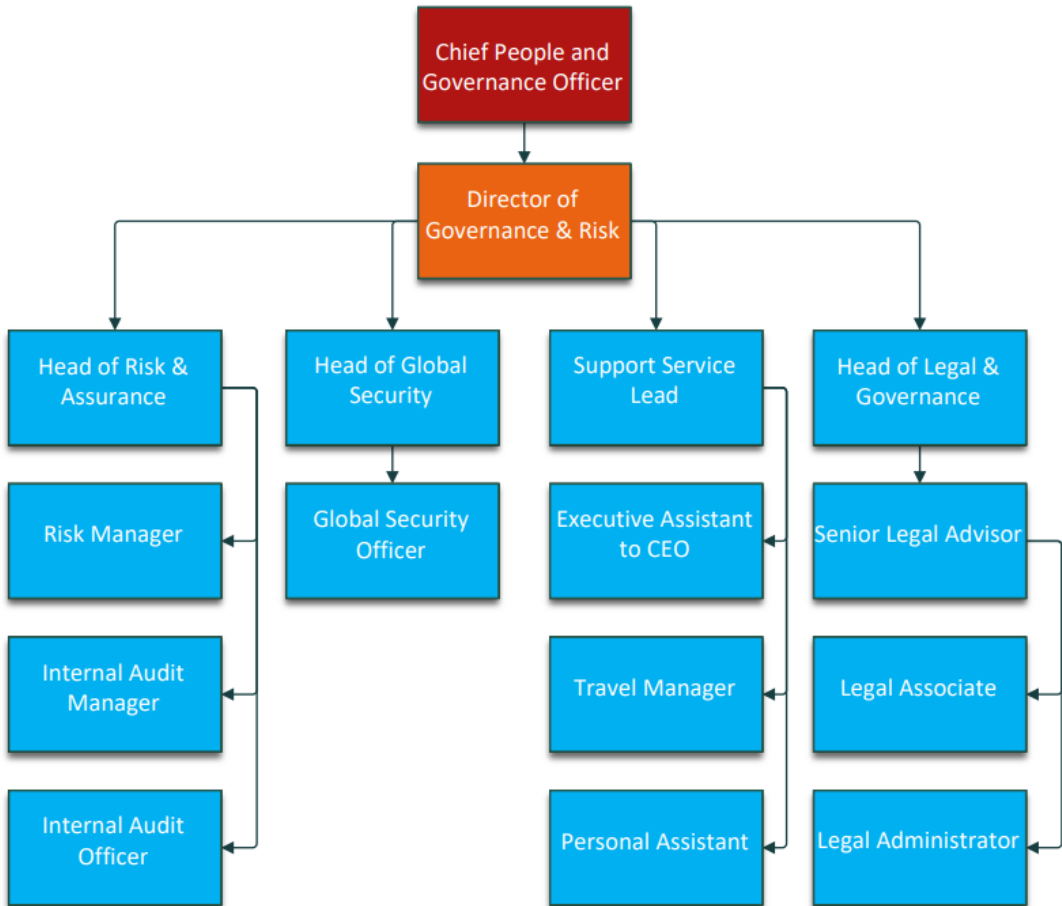
- Work within the framework of Mary's Meals vision, mission and values.
- Work towards achieving departmental strategy, operational plans and objectives.
- Ensure familiarity with and adhere to all MMI policies and procedures.
- Undertake and apply learning from appropriate training and development programmes.
- Understand and uphold the standards outlined in MMI's Global Safeguarding Policy, acting with due care and attention to safeguard anyone that encounters our work and ensuring that all activities are undertaken in line with Mary's Meals Global Safeguarding standards.
- You may be required to travel to countries where Mary's Meals operates.

Skills & Experience

Essential Skills & Experience required for this role:

- Extensive experience of working at a senior level in an INGO or in another relevant international commercial context.
- Skills to operate effectively in a networked model and within a culturally-diverse context
- Proven ability to take a pro-active and innovative approach to solving complex problems, with a strong orientation to business needs and a willingness to take disciplined risks and demonstrate excellent judgement in delivering solutions
- Excellent verbal and written communication skills, including the ability to present complex information clearly and succinctly and to provide advice at the most senior level in a way that is authoritative and inspires confidence and trust
- A 'hands on' practical person who will work at every level to get the job done
- A credible person and an influencer known to get results and make an impact across all areas of a business at all levels
- An inspiring and empowering leader, with experience of building, leading and motivating multidisciplinary and diverse teams.
- Solution orientated and pragmatic with the ability to work with simplicity, prioritise tasks, develop clear plans and deliver results.
- Excellent stakeholder management skills, able to engage and influence at all levels of the organisation.
- A strong vocational attitude and commitment to Mary's Meal mission and vision.

Governance & Risk Organisation Chart

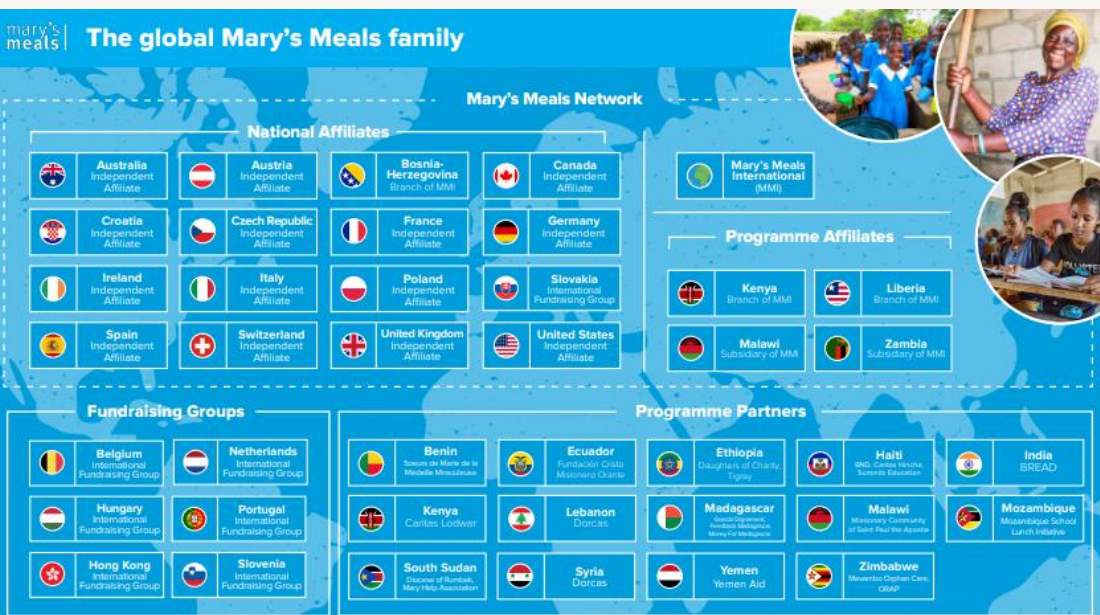


Our Global Fundraising Network

Mary's Meals fundraise directly through the National Affiliate Network and International Fundraising Groups in 22 countries, as well as internationally through Mary's Meals International and our information centre in Medjugorje.

mary's
meals

The global Mary's Meals family



Where to find more information on our website

[Where we work](#)

[Our Impact](#)

[Books & Films](#)

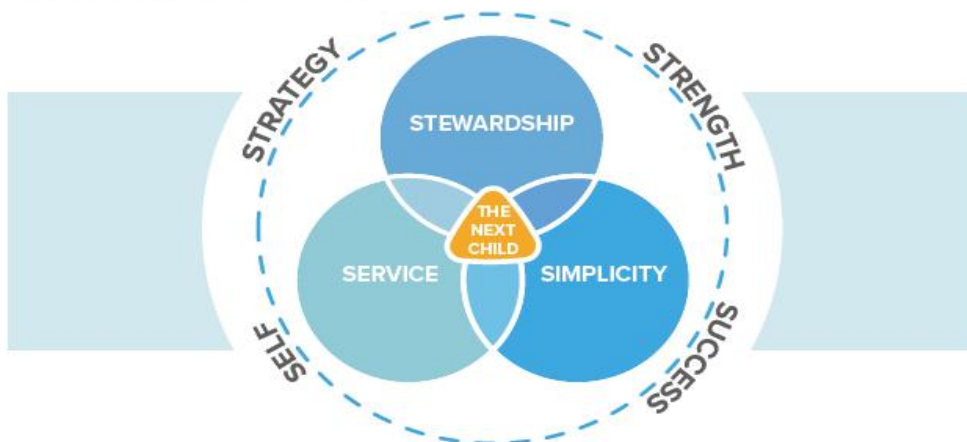
[Mary's Meals](#)

[Candidate Resources](#)

How we work

ASPIRATION INTO ACTION

Empowering our people to deliver on the promises we make is at the heart of our mission and is more crucial than ever if we're going to turn our aspiration into action. As our movement continues to grow we need to make sure we work harder than ever to: a) keep things **simple** b) remain completely committed to **serving** the children at the heart of our organisation and c) be terrific **stewards** of the gifts that are entrusted to us. These three elements of our unique culture will accelerate our journey and help us reach the next child sooner.



SIMPLICITY

We will remain focused on our core vision – that every child should receive a daily meal in school – and communicate the needs of the children we serve and the nature of our mission in a straightforward, open and transparent way.

SERVICE

We will approach our vision and mission in a spirit of deep vocation and humble service, seeking always to be faithful servants of hope, the global movement, and those little ones who eat Mary's Meals each day.

STEWARDSHIP

We will strive to be good stewards of every gift entrusted to us – treating each one with deep love, respect and gratitude – and build meaningful, long-term relationships with all those involved in our work.



Recruitment process

Our processes are informal and informative. We are keen to get to know more about you, your experience, your motivations and give a clear picture of working for Mary's Meals International.

All interviews for this role will be carried out on MS Teams. Initial MS Teams calls will happen in December 2025, with interviews starting in January 2026.

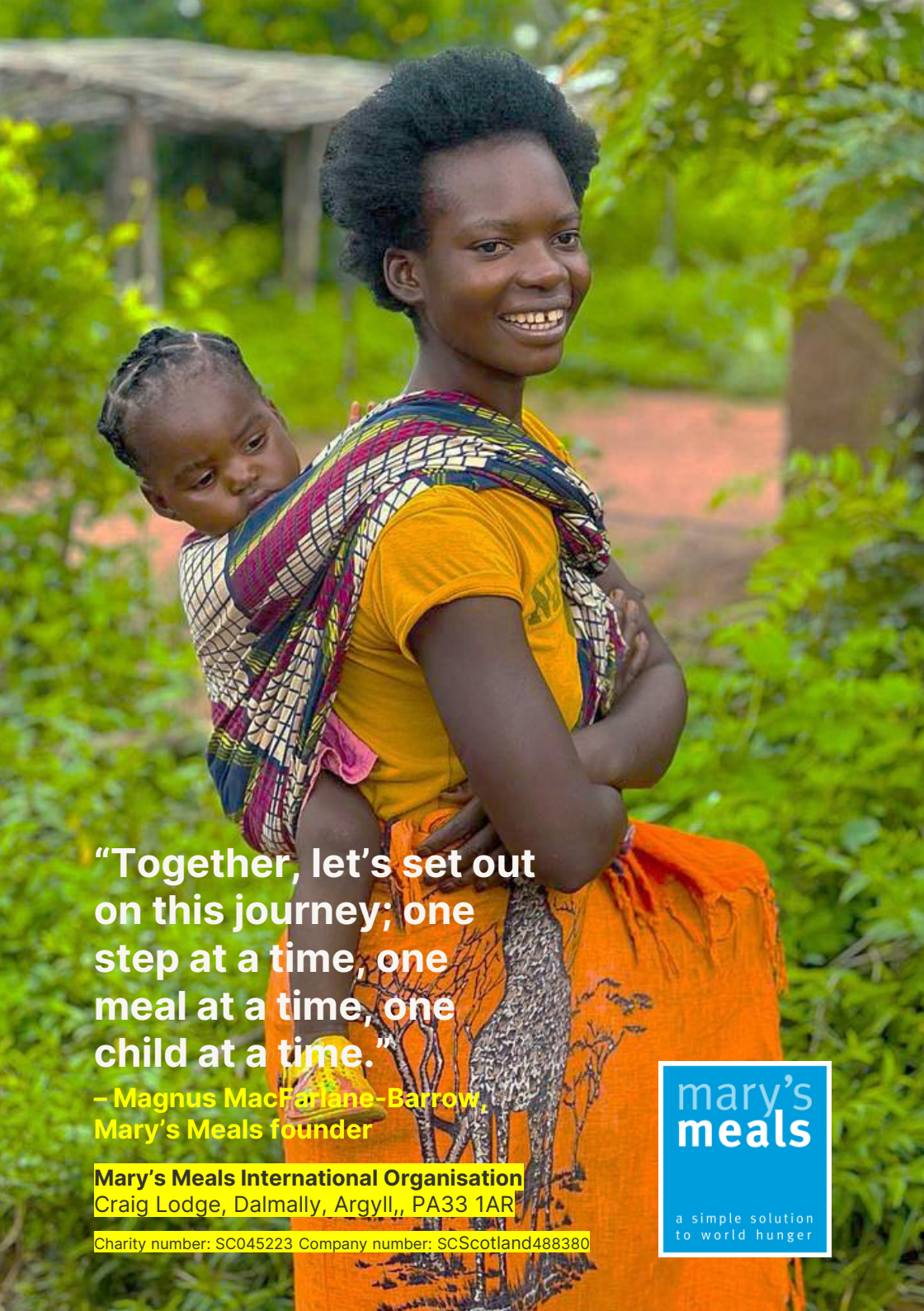
- Initial MS Teams call with Head of Recruitment
- First stage interview WC 5th January 2026 with Chief People & Governance Officer & Director of Governance & Risk.
- Final interviews will be WC 19th January 2026 with Chief People & Governance Officer & Chief Programmes Officer.

How to Apply for this Role

If you are inspired to join our movement and vision, if 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 include your CV and a succinct covering letter of no more than 1 page, sharing why this role would be a great fit for you and why you want to work for Mary's Meals International. For any 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

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