

mary's
meals

a simple solution
to world hunger



We're an
Age-friendly
Employer

WE SHOW
THE SALARY
EMPLOYER



mary's
meals

Recruitment pack for:
Regional Development Officer
– Northern Ireland

Must reside in Northern Ireland

Mary's Meals UK
August 2026

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Welcome from our Executive Director

Thank you so much for your interest in joining the Mary's Meals family. As you consider making an application for the role of Regional Development Officer, Northern Ireland with Mary's Meals UK, I hope you find this pack helpful, encouraging, and exciting.

In joining Mary's Meals UK, you would become part of a global movement of people who will simply not accept that any child should go hungry in this world of plenty. We are passionately driven by our simple belief that every child in the world deserves an education – and enough to eat.

From small beginnings feeding just 200 Malawian children in 2002, we are now reaching three million children across 16 programme countries (including Malawi, Liberia, Zambia, Haiti, South Sudan, and Syria) with a nutritious daily meal in school.

This meal not only meets the immediate needs of the hungry child, but it attracts children to the classroom, where they can gain an all-important education. And we firmly believe that the children who are receiving Mary's Meals today can grow up – better nourished and better educated – to become the men and women who will lift their communities out of poverty and end their reliance on aid.

The UK, where we received the first-ever donations for our work, remains the country in which Mary's Meals raises the majority of its funds. And Mary's Meals UK, the organisation I am privileged to lead is responsible for continuing to tell our story across Scotland, England, Northern Ireland and Wales; engaging and inspiring more and more UK volunteers and donors; and driving forward the unrelenting growth of the Mary's Meals movement on these shores.

Welcome from our Executive Director

With more than 78 million children of primary school age out of school around the world, our work has never been more important.

As a Regional Development Officer for Northern Ireland, you will be a visible, proactive ambassador for Mary's Meals, growing our movement by building deep, values-driven relationships and identifying new opportunities for engagement, income, and participation. You will combine genuine warmth with a confident, outward-facing approach, seeking out new connections, nurturing local networks, and turning first conversations into active, long-term support.

Will you play a crucial part in shaping the future of Mary's Meals UK and, with it, the lives of so many people who both contribute to and benefit from this incredible work of love, joy, and hope?

I look forward to hearing *your* story.



A handwritten signature in black ink that reads "Marie Doyle". The script is fluid and cursive.

Marie Doyle
Executive Director, Mary's Meals UK

Reports to:	Head of Northern Ireland
Location:	Home working from anywhere in Northern Ireland, with expectation of travel to events and meetings You will have access to an office space in Derry/Londonderry.
Salary:	c. £31,076 - £35,974 per annum
Benefits:	• Flexible working • 34 days' annual leave (including public holidays) • Non-contributory pension with employer contributions of 8%. • Volunteering and development days • Enhanced maternity and paternity leave • Employee Assistance programme • Life Assurance • Wellbeing support • Cycle to Work scheme



Role Overview:

Working closely with the Head of Northern Ireland, you will co-create and deliver a tailored local growth plan that reflects Northern Ireland communities and opportunities. You will represent Mary's Meals across schools, churches, corporates and community partners and play a pivotal role in activating supporters, mobilising volunteers, and sharing compelling local stories

Operating with high autonomy, you will use insights and data to focus on high-growth areas, manage a local budget, and collaborate closely with our Philanthropy & Partnerships and Supporter Experience & Communications teams to deliver seamless supporter journeys and strong storytelling. Everything you do will reflect Mary's Meals' warmth and dignity, helping us reach more children through relationship-led growth.



Key responsibilities

Local Strategy & Regional Growth

- Work with the Head of Northern Ireland to design and deliver a clear, local growth plan with defined priorities, income drivers, volunteer mobilisation efforts, and visibility activities.
- Use data, and local insight to focus your time where growth potential is strongest.
- Balance relationship-building with a proactive, opportunity-led approach, identifying new supporters, networks, and partnerships and developing them from prospective supporters into committed donors.

Relationship Building

- Represent Mary's Meals throughout your region with confidence and authenticity, engaging schools, parishes, community groups, businesses, and local networks.
- Deliver talks, small events, parish visits, school assemblies, partner meetings, local networking engagements, and other targeted activities that grow income, participation, and visibility.
- Make confident, values-led asks that move supporters from interest to action across giving, volunteering, and awareness raising.
- Actively network across your region to identify new prospects, initiate first meetings, and follow up quickly and purposefully.

- Build a diverse pipeline of leads, opportunities, and partnerships reflective of Northern Ireland's communities and faith landscape.

Volunteer Mobilisation & Support

- To create the conditions for a volunteer Deputy and continue to grow and develop the motivated volunteer networks in Northern Ireland to confidently lead talks, events, introductions and other activities that broaden our reach
- Empower volunteers through clear delegation, coaching, and recognition, ensuring they feel confident and aligned with Mary's Meals' mission and values.
- Inspire and back volunteers to own the mission. Spot people with energy and networks, invite their ideas, give light-touch support and tools, and celebrate their impact so they bring others into our movement.

Cross-Organisational Collaboration

- Work closely across the organisation to ensure your regional activity feels seamless and aligned, collaborating with Supporter Experience so that journeys, thanking and stewardship feel warm and timely; with Creative Communications to deliver compelling local storytelling; and with the Volunteer Manager to strengthen mobilisation and development across your region.

Local Storytelling, Messaging & Visibility

- Spot and share regional stories, images, results, and moments of advocacy to enhance national storytelling.
- Strengthen local visibility by cultivating community connectors and being confident in supporting and delivering appropriate local media engagement in coordination with Comms colleagues.

Stewardship, Values & Compliance

- Ensure all interactions reflect Mary's Meals' warmth, dignity, and relationship-led approach.
- Ensure Mary's Meals' values are reflected in your conduct, decision-making and engagement with others.
- Champion safe, compliant practice across fundraising, safeguarding, and data handling.
- Contribute to the wider Development directorate by sharing results, insights and good practice with colleagues to improve the overall regional model.
- Model and uphold Mary's Meals' core values – dignity, simplicity, respect, and good stewardship.
- Ensure that the Mary's Meals approach is adopted in all activities and that there is shared understanding in the team of how to build and retain support.

Data, Insight & Reporting

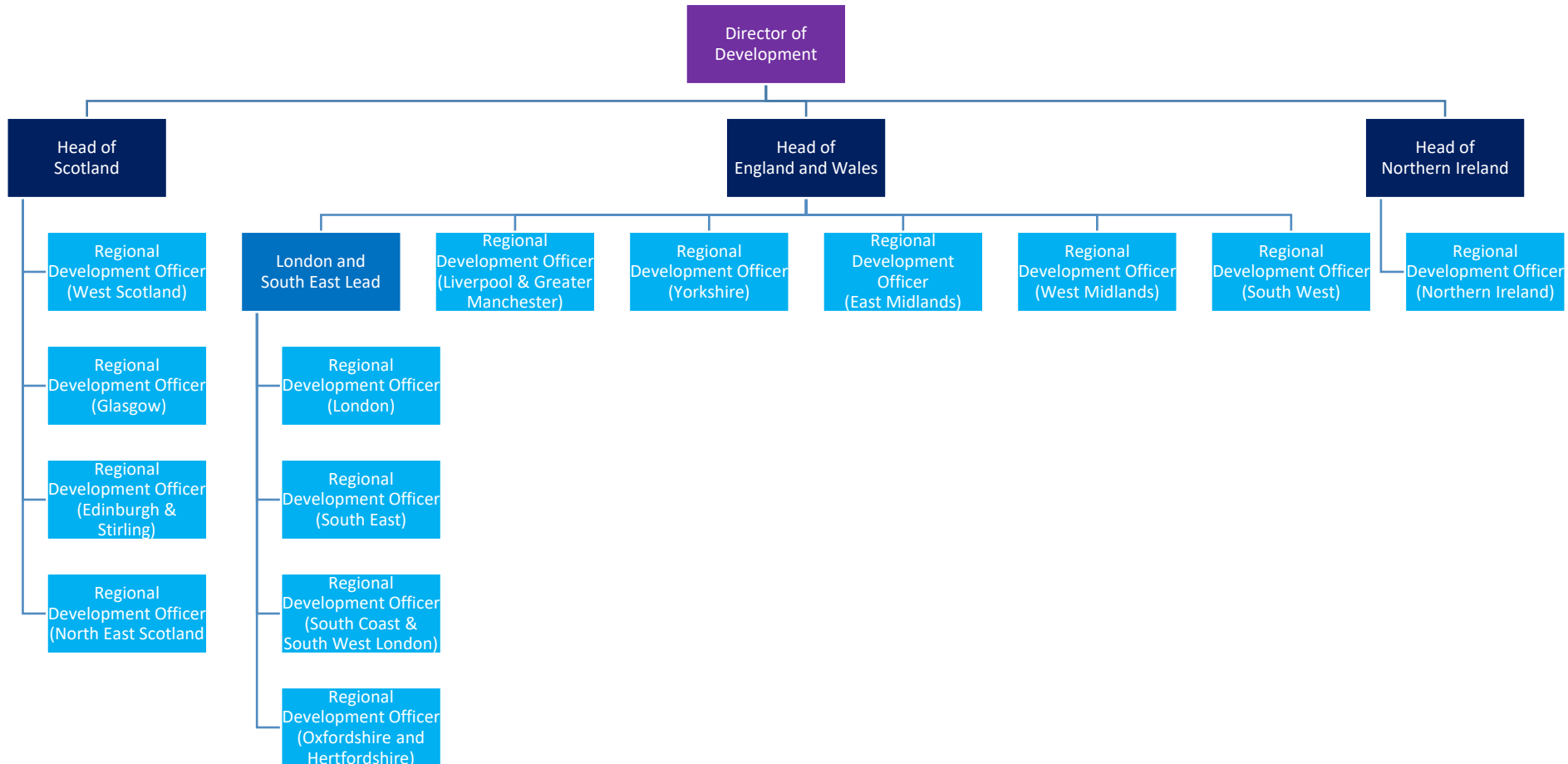
- Maintain rigorous CRM discipline, logging meaningful interactions, asks, outcomes, and next steps in Salesforce.
- Use insight and analysis to refine activities, track ROI, and adapt your plan based on what delivers the strongest return.



Essential Criteria:

- Fundraising qualification or relevant experience.
- Based in Northern Ireland, using local knowledge to provide a consistent, active presence in the region.
- Have access to a car to attend talks, events and meetings.
- Inspiring and engaging relationship builder with strong interpersonal and networking skills and the ability to deliver growth.
- Capable of tailoring key messages to different audiences, and comfortable in speaking in many different settings, from schools and churches to conference halls and boardrooms.
- Experience working with different faith/church communities in Northern Ireland
- Confident in engaging with a wide range of people and organisations, including faith groups, schools, community groups, businesses and more.
- Experienced in developing and deepening empowering relationships with volunteers.
- Confident in making asks – converting interest into giving, participation and volunteering.
- Entrepreneurial self-starter: plans and prioritises independently, focuses on high-return opportunities.
- Deep alignment with Mary's Meals' values and relationship-led approach.
- Good IT skills and administrative skills. Previous experience of using a database.
- Excellent organisational, prioritisation and time management skills.
- Possess advanced communication skills, both written and oral.

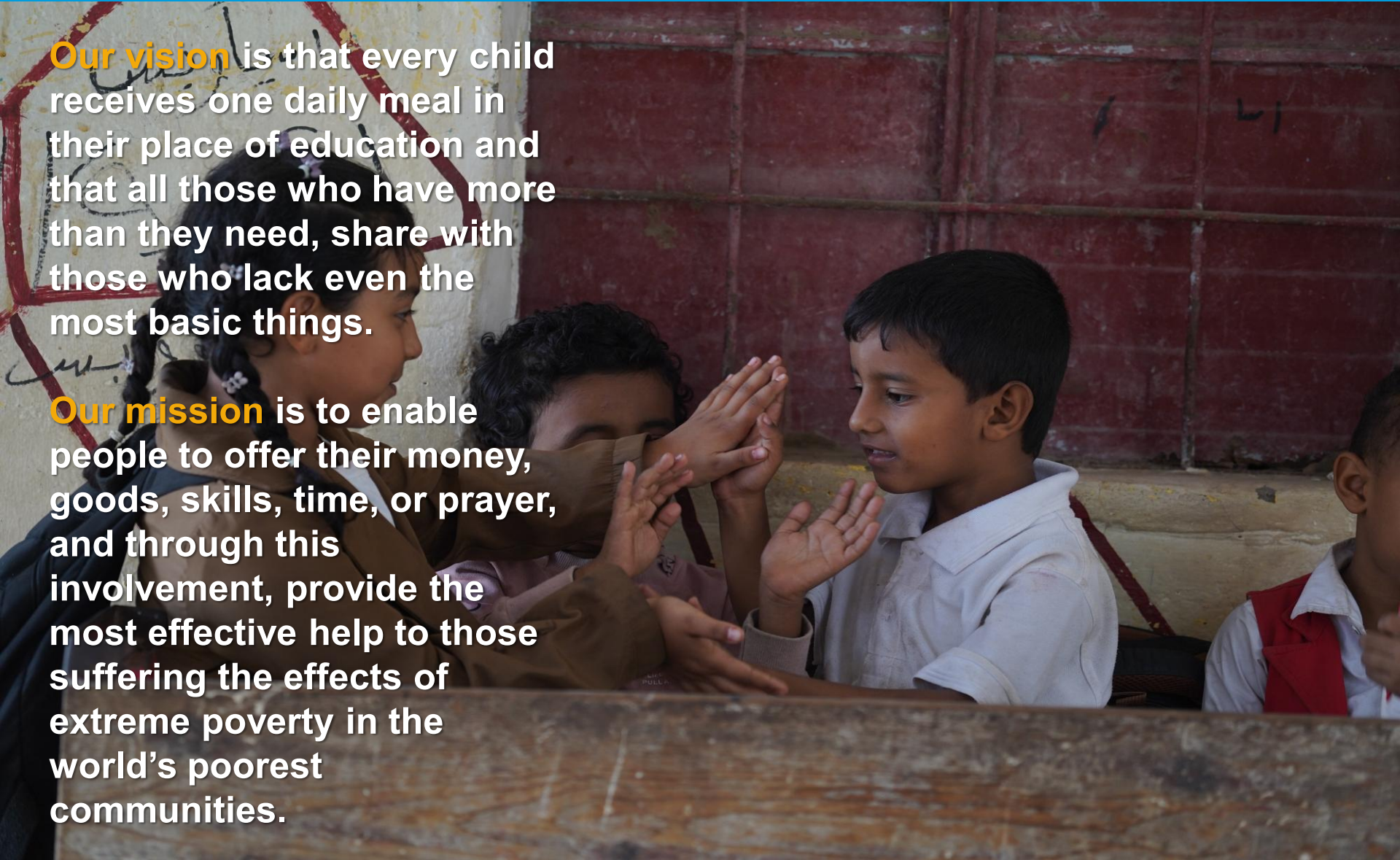


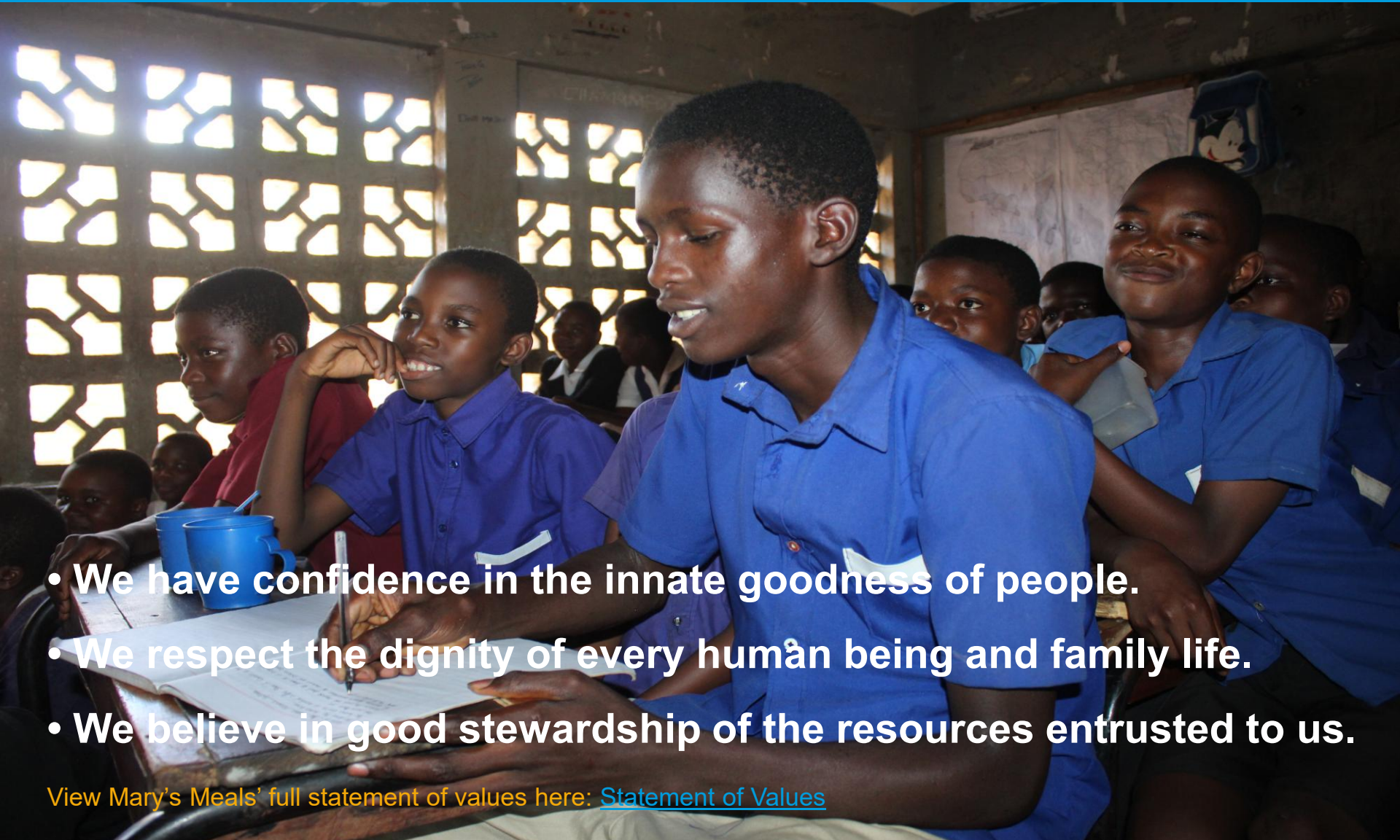


Our Vision And Mission

Our 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.

Our mission is to enable people to offer their money, goods, skills, time, or prayer, and through this involvement, provide the most effective help to those suffering the effects of extreme poverty in the world's poorest communities.



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- We have confidence in the innate goodness of people.
 - We respect the dignity of every human being and family life.
 - We believe in good stewardship of the resources entrusted to us.

View Mary's Meals' full statement of values here: [Statement of Values](#)

Mary's Meals is a global movement that sets up school feeding projects in some of the world's poorest communities, where poverty and hunger prevent children from gaining an education.

Our idea is a simple one that works. We provide one daily meal in a place of learning in order to attract chronically poor children into the classroom, where they receive an education that can, in the future, be their ladder out of poverty.

The Mary's Meals campaign was born in 2002 when Magnus MacFarlane-Barrow, from Dalmally in Argyll, visited Malawi during a famine and met a mother dying from AIDS. When Magnus asked her eldest son Edward what his dreams were in life, he replied simply: "I want to have enough food to eat and to go to school one day."

That moment was a key part of the inspiration which led to the founding of Mary's Meals, which began by feeding just 200 children in Malawi in 2002. Today, 20 years later, we feed three million hungry children every school day across four continents.

Where Mary's Meals is provided, there is a rise in school enrolment, attainment and attendance. Wherever possible, Mary's Meals uses locally grown food to support the local economy and help smallholder farmers.

We work extremely hard to keep our running costs low which means that it costs just £19.15 to feed a child with Mary's Meals for a whole school year. This is only possible because most of our work is done by an army of dedicated volunteers all over the world, who carry out lots of little acts of love on behalf of Mary's Meals.

Having been inspired, in part, by our founder's Catholic faith, this work is named in honour of Mary, the mother of Jesus, who brought up her own child in poverty. We consist of, respect and reach out to people of all faiths and none.

Counting on support from around the globe, Mary's Meals has registered national affiliate organisations, which raise awareness of our work around the world. Funds raised by affiliates, including from Mary's Meals UK, are passed to Mary's Meals International, the organisation which co-ordinates our movement and directly manages the delivery of our school feeding programmes.

mary's meals | The global Mary's Meals family

Mary's Meals Network

National Affiliates

	Australia Independent Affiliate		Austria Independent Affiliate		Bosnia-Herzegovina Branch of MMI		Canada Independent Affiliate
	Croatia Independent Affiliate		Czech Republic Independent Affiliate		France Independent Affiliate		Germany Independent Affiliate
	Ireland Independent Affiliate		Italy Independent Affiliate		Poland Independent Affiliate		Slovakia Independent Affiliate
	Spain Independent Affiliate		Switzerland Independent Affiliate		United Kingdom Independent Affiliate		United States Independent Affiliate

	Mary's Meals International (MMI)
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Programme Affiliates

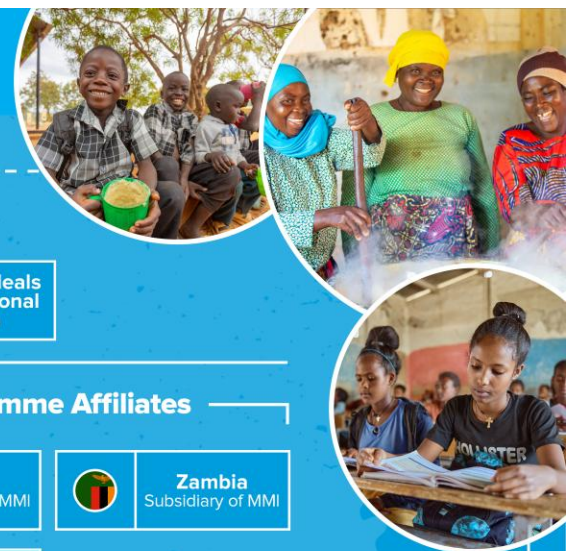
	Malawi Subsidiary of MMI		Zambia Subsidiary of MMI
	Liberia Branch of MMI		

Fundraising Groups

	Belgium International Fundraising Group		Netherlands International Fundraising Group
	Hungary International Fundraising Group		Portugal International Fundraising Group
	Hong Kong International Fundraising Group		Slovenia International Fundraising Group

Programme Partners

	Benin Sœurs de Marie de la Médaille Miraculeuse		Ecuador Fundación Cristo Misionero Orante		Ethiopia Daughters of Charity Tigray		Haiti BND, Caritas Hinche, Summits Education		India BREAD
	Kenya Caritas Lodwar		Lebanon Dorcas		Madagascar Grandi Dignement, Feedback Madagascar, Money For Madagascar		Malawi Missionary Community of Saint Paul the Apostle, Tafika		Mozambique Mozambique School Lunch Initiative
	South Sudan Mary Help Association		Syria Dorcas		Yemen Yemen Aid		Zimbabwe Mavambo Orphan Care, ORAP		



About Mary's Meals UK

Mary's Meals UK (or 'MMUK'), a charity registered in Scotland, is the oldest entity in the Mary's Meals family – the original organisation established as Scottish International Relief in the early 1990s, when our founder and global CEO, Magnus MacFarlane-Barrow, first became involved in international aid during the Bosnian Conflict.

Back then, Magnus was a salmon farmer who, along with his family, decided to do something to help those who were suffering because of the war.

They relied heavily on the generosity of local people in their village of Dalmally in Argyll, who relentlessly donated food, blankets and other items of aid, which were then stored in the family shed, before being driven out by Magnus to Bosnia-Herzegovina.

Though our largest office is now in Glasgow, that same shed – which continues to be filled, metaphorically at least, with the generosity of our supporters – still serves as the headquarters of Mary's Meals UK to this day.



All Mary's Meals UK employees approach their role in line with our 7S competency model:

1. Self

- I build and demonstrate resilience
- I lead by example
- I'm authentic and true to Mary's Meals values
- I develop myself and set stretching goals

2. Service

- I have a vocational attitude to my work
- I inspire hope in others
- I build belief that even difficult challenges can be solved
- I am committed to serving and enabling all who want to be part of the global movement
- I work to ensure our future will be even better than our past

3. Simplicity

- I communicate effectively
- I follow clear decision-making criteria
- I create plans that are easy to follow and contribute to organisational goals
- I embrace inclusivity and diversity
- I focus on delivering results

4. Stewardship

- I pay attention to the things that matter most;
(a) our physical resources; (b) our people
- I nurture, develop and respect our relationships with external stakeholders
- I deliver on my promises
- I am happy to be held accountable and to hold others to account

5. Strategy

- I have a point of view about the future
- I know our stakeholders and see our priorities clearly
- I help others to work in ways that have the
• greatest impact
- I develop strategy and translate it into action

6. Strengthen

- I contribute to a positive work environment
- I support those around me

7. Success

- I maintain my technical competence
- I contribute to the success of my team
- I ensure accountability
- I embrace change



How to apply for this role

To apply for the role of Regional Development Officer based at Mary's Meals UK, please send a tailored CV and covering letter **or** 2–3-minute video to : Jobs@marysmeals.org

Your covering letter or video should make a compelling case for why you feel motivated to apply for this role within Mary's Meals UK, as well as giving a concise overview of your most relevant skills and experience, and should fill no more than two pages of A4.

Applicants must hold full right to work in the UK.

We welcome applications from candidates of all different backgrounds and identities to apply. We are committed to building an inclusive and diverse charity providing a supportive place for you to do the best and most rewarding work of your career.

Recruitment timescales

Closing date for applications is Sunday 6th September.

Interviews will be held 17th and 18th September.

Please note: If you have any special requirements or adjustments before an interview, please let us know.



**“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