

# Person Specification:

## Country Director, Banja La Mtsogolo

### Introduction

At MSI Reproductive Choices, our mission, 'Children by choice, not chance', is at the heart of everything we do. We provide high-quality contraception, safe abortion and post-abortion care services, and work with advocacy to create an enabling environment for safe access for all. All team members must support us in our mission.

We want individuals who believe in our mission and who can clearly describe how and why they feel that what MSI Reproductive Choices does is important. To achieve this, every candidate is given the opportunity to provide their thoughts and opinions on our mission statement in the online application form. We only consider applications from candidates who are aligned with MSI Reproductive Choices mission and vision to eliminate unsafe abortion in the countries where we work.

For this reason, only **fully pro-choice candidates** will be considered for any role within MSI. Please ensure that you read the MSI Reproductive Choices Candidate Pack carefully, prior to applying.

MSI Reproductive Choices is committed to creating an inclusive environment with a workforce which is representative of the communities we serve. We're proud to be an equal opportunities employer and give equal consideration to all qualified applicants without regard to race, ethnicity, religion, gender, gender identity or expression, sexual orientation, national origin, disability, or age. MSI is committed to safeguarding and promoting the welfare of all team members and clients, with a focus on vulnerable groups. MSI committed to compliance with all fair employment practices including citizenship and immigration status.

Please note this role will be subject to full pre-employment background checks which may include, but is not limited to employment references, right to work verification, adverse financial checks, basic criminal record checks and risk database screening checks.

### Key Skills and experience:

To perform this role, it is **essential** that you have the following skills and experience:

- Ability to work in a diverse and inclusive environment, respecting and collaborating with all individuals equally, and with a commitment to overcome bias and prejudice.
- International work experience – will have successfully worked in a senior management role of which were as member of an Executive Team in Malawi or a different country preferably in Africa.
- Will have had experience of growing the business in terms of financials and social impact.
- Proven general management experience in operationally demanding and challenging environments (to include staff recruitment, training, and supervision of teams).
- Designed and delivered strategic and annual business plans.
- Board Management experience.
- Experience of income generation through donor funding and/or commercial activities and in delivering proven results by making informed decisions with the use of management information.

All MSI Reproductive Choices person specifications are subject to a language neutrality test prior to approval and we're always looking for new ways to make our recruitment process as fair and unbiased as we can. If you'd like to provide feedback on MSI Reproductive Choices recruitment process, please do so via email to

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- Demonstrable experience of generating, tracking and analysing management information and client data to inform management decision-making
- Proven experience of building lasting relationships with key external stakeholders, e.g. government or donor stakeholders to deliver tangible results for the organisation (for example, previous fundraising success).
- Proven experience of change management, including identifying required change, leading the change programme, and ensuring change is embedded and sustained.
- Financial management experience, including internal controls and accountability: Ideally the individual will have managed a social business; however, they must have experience managing and improving the bottom-line impact of an organisation.

### Formal Education/qualification

- Educated to degree level
- Relevant post-graduate qualification e.g. MBA, MSc, MA (desirable)
- Project Management (Prince 2 desirable).

### Personal Attributes

MSI Reproductive Choices is dedicated to equal opportunity for all and recognises that every individual is unique. Whilst we always seek to embrace individual differences and celebrate the diversity of our workforce, we also want to ensure that every team member is suited to their role and that they are given the best opportunity to succeed.

The personal attributes described below have been developed in accordance with the job description and other contextual factors relating to the role and are considered **essential**.

**For this role, we're looking for an individual who is:**

- Committed to the protection of team members and clients, with a focus on vulnerable groups
- Able to role-model inclusive and culturally sensitive attitudes and behaviours
- Strong emotional intelligence, holding yourself to account in decisions you make and behaviours you demonstrate.
- Energy, drive, and unwavering commitment for MSI Reproductive Choices mission.
- Showing courage, integrity, and authenticity in challenging the status quo to achieve improved impact in line with the mission.
- Passionate about our clients and strives to consistently meet and exceed expectations, putting the clients at the centre of everything, and ensuring we deliver high quality, high impact services that meet their individual needs.

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- Works as part of a team, providing support and flexibility to colleagues, demonstrating fairness, understanding and respect for all people and cultures.
- Focuses on results, ensuring long term sustainability and increased impact.
- Courageous: pushes the boundaries, make tough decisions and challenge others in line with our mission.
- Market focussed using an understanding of the opportunities for profitability
- Continuously learning and developing to be aware of the emerging developments within our sector, with the ability to focus and articulate a vision of the future which inspires and excites others, while understanding the detail and looking for the evidence.
- Actively seeks out feedback on their performance (both results and behaviours) with a view to continuously learning and growing as a leader.
- Strong networker and communicator building and maintaining effective long-term working relationships with all stakeholders as BLM's ambassador.

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