

# Person Specification:

## Country Director, Burkina Faso

### Introduction

At MSI, 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 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's 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 Candidate Pack carefully, prior to submitting an application.

MSI 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 particular 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

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

- Fluent written and spoken French and at a satisfactory level in English.
- Designed and delivered strategic and annual business plans
- 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 .

### Key Experience

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

- International work experience – will have successfully worked in a senior management role in a different country (preferably developing countries and preferably with some humanitarian experience) and will have had experience of growing the business
- Proven general management experience in operationally demanding and challenging environments (to include staff recruitment, training, motivation and supervision of teams)

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- Proven experience of change management, including identifying required change, leading the change programme and ensuring change is embedded and sustained
- 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
- Financial management experience, including internal controls and accountability: Ideally the individual will have managed a P&L; however, they will have experience managing and improving the bottom line
- Demonstrable experience of generating, tracking and analysing management information and client data to inform management decision-making
- Previous experience identifying and sharing best practice and encouraging innovation within dispersed teams
- 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).
- Experience of business development including developing and writing compelling tender proposals
- Ideally, experience of building a brand into a brand of choice (including experience in FMCG or another private sector experience)
- Experience in managing operations in insecure environments, ideally with some humanitarian or other relevant background.

### Formal Education/qualification

- Educated to degree level; relevant post-graduate qualification e.g. MBA, MSc, MA (desirable)

### Personal Attributes

MSI 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.
- Energy, drive and unwavering commitment for MSI's mission, and the ability to inspire others.

All MSI 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's recruitment process, please do so via email to [recruitment@mariestopes.org](mailto:recruitment@mariestopes.org).

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- 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.
- Inspires individuals and teams through situational leadership providing clear direction.
- Motivates and develops the skills of the team members.
- Works as part of a team, providing support and flexibility to colleagues, demonstrating fairness, understanding and respect for all people and cultures; able to communicate at a team level, a country level and at a regional and global level, to ensure that the country programme remains an active member of the MSI partnership.
- 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.
- Takes accountability for the decisions made and the behaviours demonstrated.
- A commercial mind-set, understanding the levers for profitability for success within the marketplace.
- 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.
- Builds and maintains effective long-term working relationships with all stakeholders and is a true MSI ambassador.