

## General role information

<b>Job Title:</b>	Chief Executive Officer, India
<b>Reporting to:</b>	Regional Director, Asia
<b>Career Level:</b>	
<b>Salary Band:</b>	Country Programme Salary Range
<b>Notice period:</b>	3 months
<b>Budget Responsibility?</b>	Yes
<b>Direct Reports?</b>	Yes

## About FRHS India

Foundation for Reproductive Health Services India (FRHS India) is a registered not-for-profit organization operating since 2009. At FRHS India we are unapologetically pro-choice. We believe that every woman has the right to make choices about her own body and her own future. The high quality services we provide, give a woman the power to choose if and when she has children so that she's free to pursue her plans and dreams for herself and her family.

FRHS India is the India's largest non-government provider of Clinical Family Planning services. We provides quality family planning and safe and legal abortion services to women in need, through multiple channels that comprise of our own clinics, clinical outreach teams and public sector support to Government facilities. FRHS India is currently working in the states of Rajasthan, Bihar and Uttar Pradesh in Public Private Partnership (PPP) with state governments. In 2020, FRHS India teams directly provided family planning choices and quality services to over 146,425 clients that delivered a Couple Years Protection (CYP) of over 1.78 million. We work with advocacy to create an enabling environment for safe access for all.

FRHS India is an affiliate of MSI Reproductive Choices (MSI RC), a global organization providing personalized contraception and safe abortion services to women and girls across 37 countries. As part of MSI Global Partnership, we are committed to working together towards MSI's vision that no abortion will be unsafe by 2030. It is essential that all team members share this vision with us, whatever their role within the organization. Because when a woman can determine her own future, she can contribute to creating a better, more sustainable future for everyone.

We are committed to safeguarding: promoting the welfare and safety of everyone involved in the delivery or receipt of sexual and reproductive health services, especially children, young people and vulnerable adults. We are committed to ensuring diversity and equality for all within our organisation and encourage applicants from diverse backgrounds to apply. We expect all staff and post holders to share our values and commitments.

## The role

The Chief Executive Officer, FRHS India is responsible for delivering results for women and their families, driving programmatic excellence and implementing best practice at scale in India. They provide high quality services where they are needed the most, and their work directly contributes to preventing maternal deaths and making a sustainable impact on the lives of thousands of people every year. The CEO is also responsible for ensuring that our social business model has a strong footing on both the social and business side. The role is responsible for ensuring FRH Indi service delivery channels including driving productivity, efficiency, and cost effectiveness of channel operations. Critically, the role is key in managing risks and leveraging opportunities at the country programme level.

The CEO represents the organization and is responsible for the overall strategy, management (programmatic, financial, and administrative), and development of FRHS India's programmes. S/he leads skilled, professional teams to deliver life-saving services through clinics, clinical outreach teams and support to public sector service delivery.

In addition, s/he is responsible for preparing and executing annual budgets and work plans; developing new business opportunities; overseeing financial, administrative and logistical resources; ensuring adherence to MSI minimum standards; and assuring quality operations in line with annual and long-term strategic goals and objectives. The Chief Executive Officer FRHS Indi manages for results, valuing and rewarding high performance, accountability, speed and efficiency and innovation, while keeping the client at the heart of everything we do.

The CEO will report to the Board and the Regional Director, South and East Asia, MSI RC. They work closely with government, donors and other key stakeholders to overcome barriers that prevent women and men from accessing safe, affordable, reliable family planning and other sexual and reproductive health services.

### Leadership

- Provide inspiring leadership to create a shared vision across the team linking work of teams internally and internationally as one MSI
- Demonstrate the values and aspirations of Marie Stopes in behaviour and ambition, driving integrity and commitment in others
- Effectively lead and line manage the Senior Management Team (SMT) in India, developing both individual and team capacity, providing clear strategic direction to managers and team members and enabling them to act and develop their talents
- Work collaboratively with the Asia Regional Support Team (ARST), enabling capacity building and sharing best practice within the region

- Drive innovation and effectiveness through the cost-efficient management of the short, medium- and long-term plans; simplifying the complexity for themselves and others
- Instill a positive MSI management culture and social business approach across the India team, constantly seeking feedback and continual improvement
- Ensure legal compliance of FRH Indi locally and in relation to MSI's obligations, representing FRH India's work to the Board and management of MSI and stakeholders in India.
- Serve as a secretary for FRHS India Board of Trustees quarterly meetings and extraordinary sessions as required.

### **Business Planning**

- Ensure that the programme is equipped to work towards the goals set out in the MSI 2030 strategy
- Ensure the programme delivers and surpasses the goals set forth in country programme annual business plans
- Lead country programme subsequent strategic and annual business planning processes
- Plan and implement strategies for delivering sustainable growth
- Position FRHS India as a sector leader contributing to national strategy and goals
- Deliver a comprehensive country marketing strategy and plan to build the brand of choice by using robust audience data, competitor analysis and other market data
- Deliver a robust business model ensuring the on-going growth of healthy income streams including innovative financing, earned income and more traditional grant resources

### **Finance and Governance**

Improve the bottom line through the following:

- Revenue growth and optimising earned income from the country programme centre and social marketing channels
- Increased efficiency of operations and sound financial management
- Sustained surplus of the activities that are implemented under the social business model.
- Base strategic and annual business plans on accurate financial and statistical performance data
- Ensure strong financial management and robust internal controls are in place and that the programme adheres to local statutory obligations, MSI minimum standards and principles, and international development donor requirements
- Meet governance requirements of the country programme entity, including duly registration of its activities.
- Ensure that externally funded operations and use of funds are in full compliance with donor regulations
- Ensure compliance with key policies and procedures such as MSI anti-fraud and bribery (AFB), Quality Assurance and Safeguarding.
- Ensure the MSI Partnership Manual guidelines are observed, meeting MSI best practice and minimum standards

## **Strategy & Development**

- Build and maintain strong partnerships with the country programme Board, government, health professionals, businesses, peer agencies and the health community at large
- Foster relationships with traditional and non-traditional donor representatives, including domestic financing stakeholders.
- Ensure the development of strong new business proposals in collaboration with the London based Programme Design and Development (PDD) team, donor teams and the Regional Support Team
- Deliver an organisational structure that supports increasing efficiency of operations regardless of their funding modalities.

## **Quality Operations**

- Ensure the embedding of global tools such as MSI Channel, Youth & adolescent Success Models to improve productivity and increase effectiveness of delivery channels
- Promote evidence-based decision making and support operational research to better understand our clients and barriers to access.
- Ensure robust systems and processes are in place, such as strong compliance with MSI's service data validation principles and minimum standards to support operations, drive productivity and deliver results.
- Ensure clinical quality of care is always maintained; supports quality assurance processes and lead Medical Advisor Team (MAT) meetings for continuous clinical quality improvement.
- Manage risk and ensure complete donor contractual compliance at every stage of the project cycle and ensure all project management staff are trained on and follow the MSI Project Cycle Management Toolkit.

## **Security**

- Ensure the programme fully meets duty of care requirements and operates within MSI's Global Security Framework
- Ensure that team members and visitors receive full in-country briefings covering the context, risks and security rules

## **Accountability and Partnership**

- Promote One MSI, encouraging cooperation and supporting learning across the partnership
- Ensure the MSI Partnership Manual guidelines are observed, meeting MSI best practice and minimum standards
- Actively participate in regional and international meetings of the MSI Global Partnership

Please note that you may also be required to carry out reasonable additional ad-hoc duties, at the request of your line manager.

Please read this document in conjunction with the Person Specification for the role.

## Signature

By signing below, you indicate that you have read and agree to this job description.

**Full name:**

**Signature:**

**Date:**

