

Job Description:

Country Director

General role information	
Job Title:	Country Director, Burkina Faso
Reporting to:	Regional Director, WACA
Career Level:	5
Salary Band:	Country Programme Salary Range
Notice period:	1 month
Budget Responsibility?	Yes
Direct Reports?	Yes
Client/programme-facing role? (client/programme facing roles role involve travel to overseas programmes and/or interaction with clients)	Yes
About MSI	
<p>At MSI we are unapologetically pro-choice. We believe that every woman has the right to make choices about her own body and her own future. As one of the world's leading providers of contraception and safe abortion care, we give women the means to do so. 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 our team members, working across 37 countries, are working together towards our vision that no abortion will be unsafe by 2030. It is essential that all team members at MSI share this vision with us, whatever their role within the organisation. Because when a woman can determine her own future, she can contribute to creating a better, more sustainable future for everyone.</p> <p>MSI is 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.</p>	
The department/team	
<p>The International Operations function plays a critical role in the work of our country programmes which deliver family planning and safe abortion services to our clients around the world. It is responsible for ensuring that our programmes are positioned to deliver results, drive growth, achieve programmatic and operational excellence, are committed to implementing best practices at scale, while simultaneously adhering to core programmatic and operational standards.</p> <p>MSI Burkina Faso has been operating since 2009 and plays a pivotal role in the provision of family planning and sexual and reproductive health services in the country, in support of the Ministry of Health's national plan. MSI B-F provides services through a range of service delivery models, including clinics, outreach services, mobile midwives, supervision and training support to public facilities and through sales into the private sector. MSI B-F is a strong advocate for women, their partners and their families and operates on a national scale; it's also a key country within MSI Sahel and the MSI partnership.</p>	

All MSI job descriptions 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.

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The role

The Country Director is responsible for delivering results for women and their families, driving programmatic excellence and implementing best practice at scale. They provide high quality services where they are needed the most, and their work directly contributes to preventing unnecessary deaths and making a sustainable impact on the lives of thousands of people every year.

The Country Director is a key leadership position responsible for the overall strategy, management (programmatic, financial, and administrative), and development of our national family planning and sexual and reproductive health (SRH) programmes. They lead skilled, professional country teams to deliver life-saving services through clinical centres, mobile outreach teams, social franchising and social marketing. In addition, they are responsible for preparing and executing annual budgets, marketing plans 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 Country Director 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 Country Director is MSI's senior representative in the country of assignment. They work closely with governments, 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.

Key Responsibilities

Leadership

- Lead, and develop individual and team capacity
- Lead MSI's vision and manage the short, medium- and long-term plans; simplifying the complexity for themselves and others
- Instil a positive MSI management culture and social business approach across the team, constantly seeking feedback and continual improvement
- Improve operations by strengthening capacity, building high performance teams, identifying and promoting talent, managing performance
- Ensure human resource policy and processes and procedures are in line with best practice and local legislation

Business Planning

- Lead country programme strategic and annual business planning
- Plan and implement strategies for delivering sustainable growth
- Position MSI 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

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Strategy & Development

- Build and maintain strong partnerships with government, health professionals, businesses, peer agencies and the community
- Foster relationships with traditional and non-traditional donor representatives
- Develop new business opportunities

Quality Operations

- Lead the adoption of innovative solutions 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 to support operations, drive productivity and deliver results
- Ensure clinical quality of care is maintained always; supports quality assurance processes and leads Medical Advisory Team meetings for continuous quality improvement
- Ensure complete donor contractual compliance at every stage of the project cycle

Finance and Governance

- Improve the bottom line through the following: -
- Revenue growth and optimising earned income from selected MSI outlets
- increased efficiency of operations and sound financial management
- 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 international development donor requirements
- Meet governance requirements of the country programme entity/entities
- Represent MSI on the country programme board

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.

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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: