

Job Framework: Director, Global Programme Delivery



General role information

Job Title:	Director, Global Programme Delivery
Reporting to:	Senior Director, Global Programmes & Philanthropy
Salary Band:	19
Notice period:	3 months
Career Band:	
Budget Responsibility?	Yes
Direct Reports?	Yes
Client facing role?	No

Introduction:

MSI Reproductive Choices is one of the world's leading providers of sexual and reproductive healthcare. We believe that everyone should have the right to choose. From contraception to safe abortion and life-saving post-abortion care, we are committed to delivering compassionate, affordable, high-quality services for all.

Today, our organisation has over 9,000 team members working in 37 countries across the world. Our success lies in the fact that MSI teams are locally led, entrepreneurial and results-driven, and are passionate about delivering high quality, client-centered care in their own communities. As a social business, we focus on sustainable delivery, efficiency, and funding models that are built to last, so that the women and girls we serve today will have a choice in the future too.

We know that access to reproductive choice is life changing. For some, it can mean the ability to complete an education or start a career. For others, it means being able to look after the family they already have. For everyone, it means the freedom to decide their own future, creating a fairer, more equal world.

The role

This is a critical leadership position within the Global Funding Department.

The Director, Global Programme Delivery will be a senior leader who ensures that MSI delivers on and maintains our core donor grant income, hence enabling us to meet our MSI 2030 goals.

The Director will be responsible for the stewardship of key institutional donor funded and multi-country projects and programmes, and will ensure consistent, high quality project management, risk management processes and donor reporting are in place across all MSI donor funded programmes. They will be the lead s/m responsible for our reputation and continued high standing amongst our core grant funding donors.

They will lead highly functional donor teams accountable for ensuring that the management of MSI's

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recruitmentinbox@msichoice.org

global projects and programmes are of the highest standard. The Programmes team will deliver high-quality stewardship of, and coordination across all donor-supported MSI programmes, ensuring that best practices and lessons learned are widely disseminated both internally and externally. They will work closely with the Operations and Technical Services teams to ensure that programming is technically strong, innovative and aligned with country programme and MSI2030 goals, through coordinated, efficient support to country programmes.

The Director will need to bring a robust blend of experience in country delivery and operations, expertise in embedding consistent systems and processes, and deep technical understanding of MSI programming

Key Responsibilities

- Ensure that MSI's global projects and programmes lead the sector in technical rigour, client-centred services, and value for money, and that the global programmes portfolio activities reflect MSI's strategic priorities.
- Ensure that the quality and timeliness of donor reporting meets the highest standards.
- Oversee the regular monitoring of all financial, programmatic and contractual compliance of the portfolio; making strategic decisions (in close engagement with Regional Directors and the COO) to shift funds within the respective programmes to drive growth and manage risk across the partnership.
- Ensure that our global projects demonstrate best in class safe abortion programming and contraceptive delivery, incorporating sector best practice and sector-leading innovation
- Work closely with the Senior Director, Global Programmes & Philanthropy and donor account managers to ensure that the donor project portfolio is leveraged to strengthen the donor relationship and mitigate any relationship challenges
- Work closely with the Technical Services Department (TSD) to ensure that programmes are delivered with technical rigour, donor technical global goods are met, and TSD approaches are responsive to donor priorities
- Work with PDD to provide programmatic input in the development of new global programmes and proposals, incorporating lessons and successes from current project portfolio
- Systemically and regularly surface and socialise key insights and learnings from our donor programmes (including failures as well as successes): championing a culture and spirit of transparency, cross team collaboration and continual learning.
- Close oversight of all risks and opportunities across the global programmes, working closely with colleagues to mitigate the risks and maximise opportunities, and escalating and reporting key risks
- Work with senior leadership and Operations to nurture close collaboration and maximise the effectiveness of the team's support to country programme teams.
- Participate in MSI's crisis and incident management teams, advising on MSI's response to critical incidents and ensuring that key partners are informed as appropriate.
- Represent MSI externally to share MSI's programmatic successes and lessons, and bring external learning into MSI to inform and evolve our programming
- Lead relationship and strategic engagement with selected key MSI donors. You will support your team, colleagues and the ET members to engage effectively with these donors at country level

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and globally in order to advance opportunities to fund the mission, shape the sector, and ensure effective delivery of MSI's global programmes.

Key Skills

- Excellent communication skills - excellent verbal and written English communication skills and ability to organize and present information in a compelling way, including distilling complex portfolio risks for a leadership audience
- Able to influence to strengthen and improve quality and timeliness of programme deliverables, processes and technical support without direct line management or control
- Demonstrated ability to meet deadlines, perform under pressure and reputation for consistently delivering results to a high standard
- Able to inspire and facilitate cross-disciplinary collaboration to advance the mission

Key Experience

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

- Demonstrated team management and leadership experience at senior level
- Experience of managing a large complex multi-donor project portfolio, including risk management and financial management (experience of managing projects with PBR element desirable)
- Demonstrated experience of leading complex international programmes and projects (with in-country programme leadership experience desirable)
- Demonstrated knowledge of sexual and reproductive health rights
- Record of establishing wide network of relationships with sector decision makers and critical influencers
- Demonstrated experience in change management and strategy development (desirable)
- Experience of representing MSI and building relationships with external donors
- Experience in developing close, supportive relationships with senior-level country programme and support office colleagues.

Formal Education/qualification

- Educated to degree level

Personal Attributes

We recruit talented, dynamic people with diverse backgrounds and experiences, all united by a belief in our mission and a focus on delivering measurable results. We're proud to be an equal opportunities employer and are committed to creating a fully inclusive workplace, where everyone feels able to

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participate and contribute meaningfully. You must be open-minded, curious, resilient, and solutions-oriented, and be committed to promoting equality, and safeguarding the welfare of team members and clients alike.

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
- Ability to manage a heavy and fluctuating workload. Results orientated
- Demonstrates MSI team member behaviours
- Pro MSI philosophy of social enterprise and cost recovery
- Ability to travel up to 12 weeks a year
- Pro choice

Our Values

Mission Driven: With unwavering commitment, we exist to empower women and men to have children by choice not chance.

Client Centred: We are dedicated to our clients and work tirelessly to deliver high-quality, high-impact services that meet their individual needs.

Accountable: We are accountable for our actions and focus on results, ensuring long term sustainability and increasing the impact of the Partnership.

Courageous: We recruit and nurture talented, passionate, and brave people who have the courage to push boundaries, make tough decisions and challenge others in line with our mission.

Resilient: In challenging situations, we work together and support each other, adapting and learning to find solutions, whatever we're up against.

Inclusive: We believe that diversity is a strength. We all play our part in creating a culture where every team member can thrive, feel valued and contribute meaningfully to our mission, and where all our clients feel welcome and supported.

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

Full Name:	
Signature:	
Date:	