

Global Alliance for Improved Nutrition

Job Title:	Head of Programmes, Mozambique
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Classification:	C7 – Senior Manager	Direct Reports:	7
Work Location	Maputo, Mozambique	Travel Required:	up to 10% travel

The Global Alliance for Improved Nutrition (GAIN) is driven by the vision of a world without malnutrition. GAIN is a Swiss based international organization that mobilizes public-private partnerships and provides financial and technical support to deliver nutritious foods to those people most at risk of malnutrition. The organization is delivering improved nutrition to an estimated 700 million people in more than 30 countries, half of whom are women and children. GAIN fights malnutrition in Mozambique through innovative and sustainable models that increase access to affordable nutritious foods among communities vulnerable to malnutrition.

GAIN fights malnutrition in Mozambique through innovative and sustainable models that increase access to affordable nutritious foods among communities vulnerable to all forms of malnutrition.

Our current strategy in Mozambique takes a food systems approach, to increase and improve the availability, accessibility, affordability and use of high-quality nutritious and safe diets and nutrition services by identifying weaknesses in the systems, addressing these with innovative, sustainable solutions in partnership with a diverse set of actors in order to reduce nutrients deficiencies and improve nutritional status of vulnerable populations, notably infants, young children, women and adolescent girls.

The GAIN Mozambique country office is now seeking a dynamic Head of Programmes (HoP) to support the Country Director in fulfilling the vision and strategy of the food and nutrition portfolio, as well as contribute to securing future funding to ensure sustainability.

Description
<p>The Head of Programmes (HoP) will be responsible for overseeing the design, development, and successful implementation of the GAIN Mozambique Programme Portfolio. S/he is responsible for ensuring that GAIN's programmes and projects are of excellent technical quality, delivered on time and on budget and coordinated.</p> <p>As part of the senior management team of the GAIN Mozambique office, the HoP assists in ensuring organizational efficiency and effectiveness through participation in decision making, advising on strategic programmatic areas, solving problems, communication and implementation of agreed decisions.</p> <p>Reporting to the Country Director, the HoP will work closely with the Head of Finance, Admin and HR, respective project managers and technical specialists; with the goal of contributing to high programmatic quality through evidence-based work while ensuring organizational compliance.</p>

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Tasks and Responsibilities

Leadership and Alliance Building

- Support the development, implementation and review of the GAIN Mozambique Country Strategy
- Champion and support key related strategies-, Partnership Strategy, Funding Strategy, Donor Engagement Strategy, Influencing and Communication Strategy
- Working with the CD, build relationships with external constituents – for the purpose of advocacy, influencing, building support base, securing income.
- Support CD in building a strong sourcing network and long-term pipeline of program investments and impact grants.
- Within ONE GAIN values, to proactively engage with GAIN system to ensure support, and visibility.
- Model ONE Gain values and behaviors and inspire the team to do the same.

Programme Development and Management

- Lead the team to conceptualize and operationalize impactful interventions to improve nutrition outcomes in Mozambique, including providing leadership in GAIN design QUADS
- Provide management support to the implementation of all projects and ensuring effective and successful delivery of the project milestones and results., ensuring an appropriate programme or project management framework is in place
- Ultimately responsible for ensuring the high quality and timely delivery of donor reporting (narrative and financial) for all projects, as well as compliance with GAIN's internal reporting processes.
- Ensure that respective donors' contractual requirements, and all relevant laws and regulations of Mozambique, are fully adhered to by the team, by overseeing the development and implementation of appropriate plans to meet requirements.
- Support the CD in developing strategies for the long-term sustainability and scale of programmes in Mozambique.

Financial Management

- Oversees and ensures effective delivery of programmes in line with budgets
- Coordinate the programmes portfolios' financial execution and reporting with the Head of Finance, Admin and HR.
- Manage and monitor expenditure against budgets for strategic and annual plans in adherence to financial guidelines while ensuring value for money.
- Carry out regular budget monitoring and forecasting to ensure spend within the agreed budget parameters.

Advocacy

- Acts as an advocate for private sector engagement in nutrition in Mozambique, on behalf of GAIN.
- Plan, guide and showcase GAIN Mozambique programmatic service delivery, research and achievements.
- Ensure that learning from the programme experiences are well documented and the evidence is used to further inform programming, as well as advocacy and policy work.
- Engaging with external stakeholders through a positive, proactive and strategic approach to brand building and effective representation of GAIN's programmatic work in Mozambique.

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People Management

- Perform line management function for relevant programme team members;
- Develop team members in order to maximize their contribution to the team and organization;
- Coach, guide and mentor leaders within programme team and the department so that they are effective as leaders and managers in managing their teams.
- Ensure the recruitment, management and development of high performing team in line with the demands of the programmatic strategy

The HoP will also lead the management of **Catalyzing Private Sector Partnerships in Scaling Up Nutrition (CPSP) including:**

- Providing technical and management support to the management and expansion of the SUN Business Network (SBN) in Mozambique's membership platform.
- Providing technical and management support to the development of the Workplace Nutrition initiatives by business.
- Providing technical and management support to the implementation of the fund initiative including the demand generation activities.
- Providing technical and management support to the development and implementation of the M&E framework, and relevant research pieces.
- Effective coordination and oversight of the quarterly donor reporting process; leading the drafting of the overall strategic messaging and the narrative of programme progress.
- Financial management and oversight of programme budget.

Key Organizational Relationships

- Reports to Country Director, GAIN Mozambique.
- Regular engagement with the SBN in Mozambique co-conveners (Country Directors, GAIN & WFP), Government and Private Sector at national level.
- Line management and mentoring of GAIN Mozambique Project Managers.
- Close collaboration with the Head of Finance, Admin and HR and technical specialists.
- Liaises regularly with GAIN global teams, SBN, Knowledge Leadership and Programme Services Team.

Job Requirements

Competences (Skills and Attributes)

- Strong conceptual, analytical, documentation and presentation skills
- Excellent management, leadership, planning and prioritization skills
- Unimpeachable ethical standards, confidentiality, and personal integrity
- Compassion, political acumen, tact and sensitivity
- Adaptability and flexibility
- Entrepreneurial team player who can multitask
- Ability to work in a multicultural environment in a participatory manner to achieve established goals

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- Strong skills in developing strategies, conceptualizing programs and demonstrating impact on a large scale
- Highly persuasive, able to win donors' commitment to a common vision and clearly stated goals
- Strong communication skills, able to work effectively in a multi-cultural environment

Experience:

- Minimum of 10 years of experience in programme management position with at least 3-5 years in a senior management position
- Strong experience working with the private sector or collaboration with private sector partners
- 3-5 years of field experience in development sector in a senior management position is desirable
- Practical experience in donor reporting, designing, setting up and coordinating, monitoring, evaluation and impact assessment systems and processes
- Strong track record of leading international development programs and demonstrating impact
- Demonstrated in-depth understanding of program issues and policy work at organizational, national in Mozambique and international levels
- Broad understanding of the nutrition-food security nexus, public health and community development
- Strong track record on successful fundraising with statutory, private and corporate donors
- Demonstrated success in building and managing multi-disciplinary teams

Education:

Qualified Masters' degree level in management/economics/business or an equivalent experience

Other Requirements:

- Willingness and ability to travel in country and a small number of global trips
- The applicant should be a Mozambique national or have the legal right to work/reside in Mozambique
- Fluent in both English and Portuguese is essential

October 2018