

Global Alliance for Improved Nutrition

Job title:	Deputy Country Director
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Classification:	Grade 7	Direct reports:	6 - 10
Work location	Abuja, Nigeria	Travel required:	35%

The Global Alliance for Improved Nutrition (GAIN) is a Swiss-based foundation launched at the United Nations in 2002 to tackle the human suffering caused by malnutrition. Working with governments, businesses and civil society, we aim to transform food systems so that they deliver healthier diets for all people, especially the most vulnerable.

Headquartered in Geneva, Switzerland, GAIN has offices in countries with high levels of malnutrition: Bangladesh, Benin, Ethiopia, India, Indonesia, Kenya, Mozambique, Nigeria, Pakistan, Rwanda, Tanzania and Uganda. To support work in those countries, we have representative offices in the Netherlands, the United Kingdom, and the United States.

At GAIN, we believe that everyone in the world should have access to nutritious, safe, and affordable food. Today, one in three people - drawn from nearly every country on the planet - are unable to consume enough nutritious food. We work to develop and deliver solutions to this daily challenge.

DESCRIPTION
<p>Overall purpose</p> <p>The GAIN Nigeria Deputy Country Director (DCD) will support the Country Director (CD) in fulfilling GAIN's vision, mission and strategy in Nigeria. The primary responsibility of the DCD will be to oversee the design, development, and successful implementation of the GAIN Nigeria Programme Portfolio. They will ensure that projects are on-time, on-budget, well-coordinated and of the highest technical quality.</p> <p>In collaboration with the CD and the Country Management Team (CMT), the DCD will be responsible for the day-to-day operational running of the office. In the absence of the CD, the DCD will serve as the principal point of contact for procedural and substantive matters that affect the GAIN Nigeria office. As part of the GAIN Nigeria CMT, the DCD will collaborate with other senior leaders to ensure organizational efficiency and effectiveness is achieved at a strategic level. The DCD will also significantly contribute to securing future funding that ensures programme sustainability.</p>
<p>Tasks and responsibilities</p> <p><u>Strategic leadership</u></p> <ul style="list-style-type: none"> • Work closely with the CD to develop, implement and quality manage the Nigeria strategy, so it maximizes impact to transforming local food systems for better nutrition. • Work with the CD on the planning and tracking of progress on the implementation of the Nigeria strategy, including the development and review of annual business plans to support the vision set out in the Nigeria strategy. • In close coordination with the CD, build relationships with external constituents for the purposes of advocacy, influencing, and identification of appropriate partner organisations.

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- Partner with the CD in the building of a strong sourcing network and long-term pipeline of programme investments and impact grants.

Programme Design and Implementation

- Lead the program team to conceptualize and operationalize impactful interventions to improve nutrition outcomes in Nigeria, including providing leadership in GAIN design and implementation.
- Lead and 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 in line with GAIN's Project Management Process.
- 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 Nigeria, are fully adhered to by the team, by overseeing the development and implementation of appropriate plans to meet requirements.

Deputising for the Country Director

- Provide overall leadership to GAIN staff, coach, mentor and motivate team members and ensure team synergy, including leading the senior direct reports.
- Ensure staff within the Country Office uphold GAIN Values and Code of Conduct, including the development of and support to a culture & work environment that reflects GAIN's values.
- In close coordination with the Head of Operations and centralised teams ensure the safety of GAIN staff, consulting across the organisation where necessary, and in accordance with both local and global directives and/or guidelines.

Financial management

- Oversee and ensure effective delivery of programmes in line with budgets.
- Work with the Head of Policy & Advocacy and the Head of Operations to coordinate the programmes portfolios' financial execution and reporting.
- Manage and monitor expenditure against budgets for strategic and annual programmatic plans in adherence to financial guidelines while ensuring value for money.
- Carry out regular budget monitoring and forecasting to ensure spending within the agreed budget parameters.

Resource mobilization, advocacy and communication

- Acts as an advocate for private sector engagement in nutrition in Nigeria, on behalf of GAIN.
- Plan, guide and showcase GAIN Nigeria 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 and resource mobilization work.
- Engaging with external stakeholders through a positive, proactive and strategic approach to brand building and effective representation of GAIN's programmatic work in Nigeria.
- Engage in fundraising and resource mobilisation activities for GAIN's programmatic work in Nigeria.

People management & development

- Line manage a number of direct reports including supporting work plan development and performance management.
- Develop team members 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.

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- Ensure the recruitment, management and development of high performing team in line with the demands of the programmatic strategy.

Key organisational relationships

- Reports to Country Director, GAIN Nigeria
- Line management and mentoring of GAIN Nigeria Project Managers.
- Close collaboration with the Head of Operations, Head of Policy and advocacy, and technical specialists.
- Liaises regularly with GAIN Programme Services Team and Knowledge Leadership teams.
- Government, Donors, NGOs, Private Sector, Academia and others

JOB REQUIREMENTS

Competencies

- Excellent management, leadership, planning and strategic skills.
- Ability to use initiative, multi-task, and work well under pressure to meet deadlines.
- Excellent communication skills, presenting clear and structured arguments with strong interpersonal and negotiation skills, able to win donors' commitment to a common vision and clearly stated goals.
- Excellent people management and leadership skills,
- Ability to work as part of, and lead, a multicultural team.
- Strong skills in developing strategies, conceptualizing programs and demonstrating impact on a large scale.
- Excellent networking, influencing, negotiation and advocacy skills
- Excellent analytical and problem-solving skills.

Experience

- Substantial programme management experience within the INGO/development sector (some of which must have been in a senior leadership position) in leading international/economic development projects in multi-cultural environments working with and through governments, the private sector, civil society, and other partnerships.
- Demonstrable experience in planning, business development, grant management and oversight
- Experience in building effective personal networks at a senior level, showing track record on successful fundraising with statutory, private and corporate donors.
- Strong experience in donor reporting, designing, setting up and coordinating, monitoring, evaluation and impact assessment systems and processes.
- Strong experience in managing budgets.
- Strong people management and leadership experience within a multicultural environment.
- Demonstrated in-depth understanding of program issues and policy work at organizational, national and international levels. Understanding of key trends in international and humanitarian development.
- Broad understanding of the nutrition-food systems nexus, public health and community development.
- Demonstrated success in building and managing multi-disciplinary teams.
- Food systems or nutrition experience will be an additional advantage

Education

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- Masters' degree level preferably in Nutrition, Food Science/Technology, Agriculture, Public Health, or Development
- A formal project management qualification is desirable

Other requirements

- Fluent in written and verbal English.
- Proficiency in local languages highly desirable
- A willingness and ability to travel in-Nigeria and overseas as and when required.

WHAT GAIN OFFERS

- A competitive remuneration package
- Flexible working hours through hybrid working opportunities
- Friendly working environment
- Professional development opportunities
- The chance to make a lasting contribution to reducing global malnutrition

Please note that job descriptions cannot be exhaustive, and the post-holder may be required to undertake other duties, which are broadly in line with the above key responsibilities.