



**Job Title:** Director, Program & Impact

**FMCH Vertical:** Program & Impact

**Reports to:** CEO

**Position:** Full-time

**No. of positions :** 1 (immediate joining)

**Location:** Mumbai / Bangalore

**About FMCH:** FMCH India (<http://www.fmch-india.org>) works in economically underprivileged communities to provide full access to Preventative Health and Balanced Nutrition. We aim to end the burden of preventable malnutrition by developing resilient mothers & healthy children through an ecosystem of support in the first 1000 days. We dream of a world where the potential of each child is not limited by poor early health or malnutrition

**About the Program & Impact Vertical:** The program & impact vertical at FMCH is responsible for designing, monitoring & proving the impact of FMCH's 1000 days program. The team ensures scalable & modular program design through various interventions including FMCH's proprietary Nutree app for mothers, field officers, program associates, managers & external partners. It provides training & support to onground teams for successful program delivery. It collaborates with external partners to capture, maintain & disseminate evidence of FMCH's impact.

#### **ROLE SUMMARY**

This is an extraordinary opportunity for an individual with extensive program design and management experience to grow and further develop a proven program that has already made significant impact. The successful candidate will partner with the CEO and be responsible for the impact at FMCH ensuring seamless team management and development, program delivery, and quality control and evaluation. In this newly established role, the Director of Programs & Impact will manage a growing team of nutritionists, technology and data experts and designers. They will be the key external face of FMCH for the impact and work closely with the CEO to set the culture & enable the goals of the organization.

#### **At FMCH the Director of Programs and Impact will :**

- 1) Cocreate a vision and lead a team consisting of professional nutritionists, consultant doctors, tech and data experts, program designers etc to design scalable, sustainable programs to end preventable malnutrition in women and children by building agency in families.
- 2) Build & manage the strategy, plan & budgets to execute innovative pilot programs (experiments) and negotiate consensus with teams, board, external stakeholders, and leadership on final interventions that will be rolled out in each of our existing centers and new locations - to impact at scale in the next 5 years.
- 3) Work with experts to develop and advance our Theory of Change and create aligned materials, M&E processes, dashboards and other tools including advocacy reports to further FMCH's aims of advocacy.
- 4) Represent the voice of reason in dialogues with internal teams and hold us accountable to impact metrics and program goals.
- 5) Draw insights through qualitative data analysis and regular field visits/program feedback mechanisms to improve the efficacy of existing programmes,
- 6) Develop frameworks & lead the creation & delivery of effective training materials and other related programmatic tools that support and create a cadre of high quality front line workers from low income urban slums.

### Apply if you :

- Have a keen eye for detail and high levels of ownership
- Have experience in deep listening and processing information from varied stakeholders in complex ecosystems to separate noise from insight
- Can build frameworks/visuals to simplify complex ideas and information
- Thrive while giving and taking feedback to turn around deliverables in a quick, forward thinking manner by anticipating requirements
- Have a high threshold for dealing with complexity and can navigate self and the team through ambiguous projects and situations till a clear way forward is established
- Can use data effectively for diagnosis, prognosis and prescription at a program level
- Resonate with gender empowerment, health, children's nutrition and believe that community based solutions can solve wicked problem at scale
- Have 5 - 7 years of experience designing projects and leading teams (experience in MCH preferred but not mandatory)

**Remuneration:** 15-20 LPA CTC (based on experience)

### Hiring Process (3-5 weeks)

1. Application Form : [Fill this application form](#) to give us a sense of your past experience towards this role. Once you have done this, drop a confirmation email to [contact@fmch-india.org](mailto:contact@fmch-india.org) , cc [laxmi.nair@fmch-india.org](mailto:laxmi.nair@fmch-india.org) & [shruthi.iyer@fmch-india.org](mailto:shruthi.iyer@fmch-india.org) with the subject line : *Application for Program & Impact Director*.
2. Phone Interview : Depending on your form, we will call you for a preliminary interview
3. Field Visit & Debrief with Director : Visit our center, observe our program, interact with the team & meet our current Program & Impact Director
4. Interaction with Program & Impact Team : Meet the team you will be working with
5. Interview with CEO
6. Interview with Board
7. Final offer