

Job Description:	Director Programmes	Responsible to:	Executive Director
No. of direct reports:	3-5	Location	New Delhi
Duration	3 years	Job Function	Senior Leadership, Program Management
Purpose:	Deliver the strategic programme objectives of Population Foundation of India, focusing on efficiency, quality and integration of our work		
RESPONSIBILITIES	COMPETENCIES		REQUIRED SKILLS
<p>Program Leadership and Management</p> <ul style="list-style-type: none"> • Provide thought leadership and technical guidance for PFI's programs, strategies and approaches • Coordinate across verticals and programs to ensure synergy & integration across all programs as per strategy • Manage internal systems and procedures to ensure efficiency and effectiveness of all programs to deliver well planned, coordinated, timely, high quality and impactful results • Conduct regular reviews • Advise PFI's learning portfolio in consultation with the Knowledge Management team, including periodic field visits and learning opportunities, technical review of all knowledge products. • Track and update teams at PFI of latest developments in fields aligned to PFI's work such as, but not limited to, family planning, reproductive health, adolescent sexual and reproductive health, women' <p>People Management</p> <ul style="list-style-type: none"> • Effectively lead and manage the team within the performance management framework and coach line managers. • Ensure a high performance team through building capacities and providing direction and critical feedback to develop coherent, strategic programs to deliver strategy <p>Strategic Leadership and Representation</p> <ul style="list-style-type: none"> • Deliver organizational strategic objectives, as assigned including alignment of projects • Represent PFI in internal and external meetings and events representation as assigned by ED • Undertake and deliver any other tasks mutually agreed with ED and other senior colleagues 	<ul style="list-style-type: none"> • Participate in senior leadership meetings, contribute to organizational thought leadership and help PFI grow and achieve its mission • Network, Build strong and lasting relationship with stakeholders, particularly from government, political leadership, civil society, donors and influential thought leaders <p>Resource Mobilization</p> <ul style="list-style-type: none"> • Design program ideas to help secure funding to deliver PFI's strategy by working with resource mobilization and comms team • Be accountable for budgets, resources and assets, donor compliance, ensuring appropriate controls and cost effectiveness are in place. <p>KEY PERFORMANCE INDICATORS</p> <ul style="list-style-type: none"> • Developing and managing plans to deliver PFI strategies • Ensure programmes are successfully delivered in line with PFI's high quality standards and timelines. • Timely monitoring and feedback embedded in plans and priorities. • Staff members are working effectively as a team to deliver the strategy • Synergy demonstrated by working closely with other teams and functions • Contribute to organizational leadership and growth through critical inputs and actions • Efficient and effective use of resources to meet the strategic and project specific objectives. 	<ul style="list-style-type: none"> • Entrepreneurial Leadership: Provides vision, direction and support to build and sustain PFI's approaches coherent part of PFI • Working together: Successfully works with other verticals and functions and organizes own team to enhance overall efficiency and effectiveness • Communication & influencing: Builds mutually beneficial alliances and networks at senior levels within and outside PFI • Striving for excellence: Leads initiatives to constantly improve quality of delivery; is a role model for continuous learning and improvement. • Managing Resources: Leads others to pursue significant or innovative funding opportunities; finds creative ways to deliver complex or inter-related projects. • Managing People: Builds a high performing team that meets challenging objectives linked to corporate objectives; ensures own team works efficiently with other teams in a fast paced environment • Leading for the Future: Provides strategic support and thinking to build profile and competency and help PFI grow • Financial Diligence: Demonstrated ability to develop, manage and control budgets and use financial information to inform program decisions • Reporting: Excellence in developing evidence based reports and narratives • Problem Solving Skills: Ability to provide solutions, multi-task and connect grassroots initiatives to the big picture. Eagle's Vision – Toads Eye perspective • Delivering Results: Effectively leads complex projects, generating a goal-oriented, problem-solving team mentality and ensuring high quality results 	<ul style="list-style-type: none"> • Proven leadership and senior management experience • Excellent knowledge of Govt. Policy around health systems including Sexual Reproductive Health • Proven track record of networking and building relationships • Excellent communication and representational skills, with substantial experience of networking with a diverse range of stakeholders, including at senior levels. Strong political awareness and sensitivity. • Excellent strategic thinking skills and experience, as well as practical experience of building and delivering gender-sensitive programs and campaign. • Excellent people management and coaching skills, with experience of developing and leading effective, multicultural teams. • Experience of financial management, including budgeting, and active budget management. • IT literate (MS Office Suite) • Fluency in written and spoken English & Hindi <p>HOW TO APPLY</p> <p>Please send your updated CV with a covering letter describing your suitability for the position to hrpfi@populationfoundation.in latest by May 15, 2022. Please mention the position "Director-Programmes" in the subject line of your e-mail. Only shortlisted candidates will be contacted.</p>

ABOUT PFI

The Population Foundation of India (PFI) is a national non-government organization at the forefront of policy advocacy and research on population, health and development issues in the country. PFI leads advocacy efforts and works as a think-tank dedicated to promoting and advocating effective formulation and implementation of gender sensitive population, health and development policies, strategies, and programs in the country. Policy advocacy, social and behavior change communication, community action and knowledge management are some of the key strategies that PFI works on to achieve the organization's goals.

Over the years, PFI has played a catalytic role to address issues relating to gender equality, women empowerment and other social determinants. PFI is committed to serving the economically weak and marginalized sections of society in the high priority districts (HPDs) with poor socio-health-demographic indicators.

OUR STRATEGY

Reproductive health and family planning can positively influence and advance the newly laid out Sustainable Development Goals by addressing multiple targets and ushering in an era of development. Access to voluntary family planning has the potential to save lives and help break the cycle of poverty, stabilize population growth and ease the pressure on the environment. It is the most cost-effective development investment.

We believe that health, education and wellbeing of the population is crucial for sustaining just, equitable economic growth and development. For that to happen, change has to happen at three levels – individual, social and systemic or policy levels, ensuring that the country offers a conducive and enabling policy environment for girls and women to claim their rights, agencies of youth to be involved in demanding and supporting efficient and accountable governance and informed policy makers to inspire a vibrant future. PFI will act as a catalyst, a facilitator to offer compelling evidence based scholarship, thought leadership and convention inform, inspire and initiate actions that will contribute to and strengthen our national plans and priorities. We will realize our mission by building leadership and public accountability, influencing social norms, reframing public discourse and collaborating with national and global initiatives in population studies and family planning. We believe that our mission will significantly contribute to India's commitment to achieving Sustainable Development Goals and FP2020 targets.

OUR VALUES

MUTUAL RESPECT	EQUITY AND JUSTICE
INTEGRITY	WOMEN'S RIGHTS
COURAGE OF CONVICTION	INDEPENDENCE
CORE VALUES	HUMILITY

OUR MISSION

To advance gender-sensitive, rights based population and family planning policies and actions for a just, equitable and prosperous society.

STRATEGIC OBJECTIVE 1

To advance family planning and reproductive health as drivers of individual rights

- Girls and women are able to take informed choices for exercising their bodily rights without fear or inhibition
- Young people and women are able to access to high quality and affordable family planning services and reproductive health care

STRATEGIC OBJECTIVE 2

To position family planning and population measures as critical drivers of sustainable growth and development in India

- Family Planning and women's rights are national priorities that help realize higher growth and sustainable development.
- Strong rights based policies, adequate budgets and efficient public institutions help build and sustain quality of life and wellbeing.

STRATEGIC OBJECTIVE 3

To ensure family planning and reproductive health becomes drivers of youth leadership for social transformation at scale

- Gender sensitive family planning and reproductive health rights and services form the fulcrum of all social development plans and actions
- Young people, particularly among women, are leading grassroots transformation towards a just and equitable social system

OUR APPROACH

ADVOCACY:

Global thought leadership, high quality evidence-based narratives to inform and inspire law makers for comprehensive family planning and reproductive health policies; shaping family planning discourses within sustainable

BEHAVIOR CHANGE:

Utilize power of technology and new-age media platforms targeted intervention on reproductive health education and gender sensitive behavior, attitudes and practices of the society, particularly young people

ACCOUNTABILITY:

Promote agency of youth, particularly girls and women, within community led participatory governance initiatives to enhance efficiency and accountability of public systems and delivery services