

# Global Alliance for Improved Nutrition



<b>Job Title:</b>	Associate Director, Performance Measurement Research (PMR)
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<b>Classification:</b>	Senior Manager	<b>Direct Reports:</b>	4
<b>Work Location</b>	GAIN HQ, Geneva, Switzerland	<b>Travel Required:</b>	Up to 25 %

## Organization and Overall Purpose:

The Global Alliance for Improved Nutrition (GAIN) is driven by the vision of a world without malnutrition. GAIN is a Swiss based foundation 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 400 million people in more than 25 countries, half of whom are women and children. Nutrition products are as varied as fortified cooking oil and flour in Africa, soy sauce in China and biscuits in India, as well as specialized products for infant and young child nutrition, and interventions to protect the most vulnerable affected by emergencies or chronic illness.

## Performance Measurement Research Overview:

The goal of the PMR Program is to strengthen the evidence base underlying GAIN’s programs through robust results measurement, project and program evaluation and research. The six member team has a strong multi-disciplinary technical background with a mix of graduate degrees in nutrition, food security and agricultural economics. PMR program staff work across the organization lending technical support to a rich mix of innovative studies tracking program implementation, impact and cost-effectiveness. These activities range from rigorous large-scale surveys to test whether nutrition is in fact being improved among the most vulnerable in GAIN’s program countries to delivery science to analyze solutions to program bottlenecks and enhance the potential for success.

The PMR program also commissions independent end-of-project evaluations and program mid-term reviews to generate institutional lessons learned. Among other partners, GAIN’s PMR Program has major agreements with the Swiss Vitamin and Mineral Institute, the U.S. Centers for Disease Control and Prevention (CDC), the International Food Policy Research Institute (IFPRI) and Tufts University to help fulfill its mandate.

The development of effective PMR plans is crucial to GAIN’s success. Reporting to the Director of PMR, the Associate Director will identify priorities and timelines for PMR support to programs as well as opportunities for executing global deliverables, and will be responsible for the day to day management and motivation of the PMR team. S/he will additionally assist the Director of PMR in leading GAIN’s knowledge building and research functions in order to ensure strategic involvement of PMR in advocacy activities as well as at the program design and evaluation stages, to improve GAIN’s efficiency, flexibility and impact.

## Description

### Responsibilities:

- Provides clear management and oversight of the Geneva-based PMR team, overseeing a portfolio of monitoring and evaluation activities

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- Works closely with Nutrition Programs and the Business Development and Leverage function to ensure effective integration of monitoring and evaluation at all levels
- Communicates effectively with the Policy and Advocacy team in order to ensure PMR involvement at the earliest stages of program design as well as during program evaluation
- In collaboration with the Director, integrates and disseminates delivery science best practice across all activities globally
- Supports the team in the preparation of reports and presentations on performance results for donors, GAIN's Management and Board as well as the general public.
- In collaboration with the Director, executes knowledge building across GAIN including preparation of publications and presentations.
- Travels to deliver technical assistance to GAIN staff and country partners for the development and implementation of monitoring and evaluation plans and best practice
- Works closely with the Director, PMR, to communicate GAIN's success externally and challenge global standards.
- Represents GAIN at technical meetings and conferences where relevant.
- Works with the Director, PMR, to develop annual work and budget planning processes.

### Key Organizational Relationships

- The Associate Director, PMR, will report to and work closely with the Director, PMR. In addition, they will work closely with:
  - The Policy and Advocacy team
  - Nutrition Programs and the Business Development and Leverage team, to ensure monitoring and evaluation functions are streamlined

### Job Requirements

#### Skills & Attributes:

- Proven ability to lead and motivate a small team.
- Ability to work under pressure to meet deadlines.
- Excellent analytical and project management skills.
- Ability to use initiative, prioritize, multi-task
- Self-motivated and solution-oriented.
- Ability to operate within the corporate and public sectors to effectively liaise with private companies, development agencies, and governments in multiple cultures.
- Strong communicator, with the ability to work effectively as part of a multicultural team.

#### Experience:

- Experience of leading and managing a team
- Significant experience in operations research, program management and evaluation.
- Experience in the performance management of micronutrient programs
- Experience in managing portfolios of activities in multiple countries

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<ul style="list-style-type: none"><li>• Experience in developing and operationalising M&amp;E frameworks and plans,</li><li>• Understanding of large-scale surveys</li><li>• Experience in a multi-cultural environment and managing local issues in developing countries.</li></ul>
<b>Education:</b> <ul style="list-style-type: none"><li>• Masters degree in nutrition, public health, economics, business administration, food science or a suitable equivalent.</li></ul>
<b>Competencies</b> <ul style="list-style-type: none"><li>• Initiative</li><li>• Leadership and management skills</li><li>• Teamwork/Collaboration</li><li>• Advocacy skills</li><li>• Negotiation</li><li>• Project Management</li><li>• Facilitation</li><li>• Knowledge Sharing</li></ul>
<b>Other Requirements</b> <ul style="list-style-type: none"><li>• Fluency in English.</li><li>• Working knowledge of other languages is an asset; French is highly desirable but not essential</li></ul>

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For an application pack, please contact Rebecca Green at [Rebecca.green@prospect-us.co.uk](mailto:Rebecca.green@prospect-us.co.uk). If you have any queries or would like to discuss this role in more detail, contact Fiona Wansborough (Senior Consultant) on +44 (0) 20 7691 1920.