

Position Description

Director, Adolescence, Sexual & Reproductive Health - India Programmes

Based in New Delhi

About CIFF

The Children's Investment Fund Foundation (CIFF) is an independent philanthropic organisation headquartered in London with offices in Addis Ababa, Beijing, Nairobi and New Delhi. CIFF works with a wide range of partners seeking to transform and empower the lives of poor and vulnerable children and adolescents in developing countries, with the goal of solving seemingly intractable challenges to ensure all children and adolescents have the chance to survive and thrive.

CIFF aims to play a catalytic role as a funder and influencer to deliver urgent and systemic change at scale. Areas of work include empowering girls and boys to control their sexual and reproductive health to avoid unintended pregnancy, unsafe abortion and HIV/AIDS; improving children and mothers' health and nutrition; preventing low birthweight babies; eliminating deaths from severe acute malnutrition, nested within a more integrated approach to childhood development; and deworming efforts to break transmission for good. CIFF's child protection work focuses on ending child labour and sexual exploitation by enabling an environment that reduces vulnerability of communities and increases protection of children. The organisation's climate portfolio is driven by a vision of a climate-safe future for today's children and future generations that also bear the benefits of cleaner air, energy security and sustainable jobs.

We are privileged, as a financially independent philanthropy, to be able to work in challenging areas that others cannot, and we often elect to work on what can be controversial issues that others will not. For example, CIFF is pro-choice with respect to women's reproductive rights along with the prioritisation of access to reproductive information and to contraceptive choices. It is imperative to the CIFF family, therefore, that prospective candidates are aware of the issues we work on and embrace all our programmatic work with fully open minds to the huge number of ways in which we seek to empower young lives.

CIFF places significant emphasis on quality data and evidence. For most of its grants, CIFF works with partners to measure and evaluate progress to achieve large scale and sustainable impact. The organisation is committed to sharing as much information as possible about what they and their partners are learning.

Founded in 2002, CIFF employs approximately 160 professionals from offices in Addis Ababa, Beijing, London, Nairobi and New Delhi. CIFF strives to couple business acumen and principles with development experience and best practices to transform the landscape for children. It seeks to be the gold standard in grant making and foundation operations.

For more information please visit www.ciff.org

Please ensure that you review our website to gain oversight of all our programmes and if you have any concerns or would like further information please don't hesitate to pick up the phone and talk to our Human Resources or Hiring Management teams.



Job Description

Job Title	Director, Adolescence, Sexual & Reproductive Health - India Programmes (Adolescence)
Reports to	Executive Director India with a dotted line to Executive Director – ADO/SRHR
Key relationships	Directors based in India Directors in Adolescence, SRHR Team
Location	New Delhi
<p>Main purpose of the role:</p> <p>As a recognized leader in your field, to contribute to the development of cutting edge and evidence-based strategies and plans that ensure CIFF's work across the adolescence, Sexual & Reproductive Health (SRH) sector in India achieves transformational and lasting change;</p> <p><i>and</i></p> <p>to develop and deliver high quality, timely proposals and programmes aligned to the Foundation Strategy and India Plan (which is aligned to the global Adolescence, SRH Plan.)</p>	

The Exciting Opportunity

<p>Background</p> <p>CIFF's India team is the first fully localized team in CIFF. We are currently 30 persons strong and are the only geography where all CIFF's portfolio is active – childhood, adolescence, child protection & climate change.</p> <p>In India, for Adolescence, SRH, amongst other things, we seek to</p> <ul style="list-style-type: none"> • Demonstrate demand generation in adolescence sexual health and rights, with an emphasis on boys and men as well as working through the government programmes that seek to reach adolescents • Expand beyond existing distribution networks for adolescent sexual health products & services • Raise the strategic priority of adolescents and young people <p>Globally, the Adolescence, SRH Sector Team has a growing investment portfolio with 5-year goals to:</p> <ul style="list-style-type: none"> • Equip millions with self-care tools to take control of their sexual and reproductive health and accelerate a demographic transition. • Use user-centered design to deliver a next generation of sexual & reproductive health programmes for young people. • Build a resilient response to opposition through youth leadership, strategic communications and advocacy. • Be an exemplar for integration, breaking down siloes within SRH and HIV and addressing underlying causes of risk. <p>This newly created role reflects the growth in sector and the investment for impact in India, but also the opportunity to use India as a platform from which to influence global priorities and attention.</p>

Role purpose

This role will be responsible for strategy design and insights, investment proposition, and portfolio management related to the adolescence plan and portfolio in India to deliver our priorities.

Specific domains will include (but are not limited to):

- 1) Working to improve the impact of government efforts in India on adolescence, sexual & reproductive health and rights programming, finding solutions to address the gaps and bottlenecks in the system, with a focus on where the health systems fails adolescence sexual health.
- 2) Understanding family planning dynamics in India, particularly with an aim to expanding the method mix, and sustained demand – especially amongst young people (under 25-year olds).
- 3) Familiarity with adolescence programming, with an understanding of both demand and sides, including consumer marketing techniques like consumer insight generation, consumer activation and distribution channels.
- 4) Apply cutting edge approaches to tackle
 - Expanding the reach of self-care products, focusing on young people (under 25-year olds)
 - Behavior change to shift perceptions and behaviours of men and boys towards girls and women
 - Approaches that place adolescence at the center of decisions being taken that impact them on their sexual and reproductive health and rights, and to generate greater agency and accountability.
- 5) Integrate investment approaches with the goals of the Adolescence, SRH Sector Team, seeking opportunities to collaborate and leverage broader portfolio. This includes promoting linkages for demand-led platforms and ensuring effective management of commercial solutions and market shaping initiatives to expand product access.

Management dimensions:

- The role is based in New Delhi and managed by the Executive Director, India with matrix dotted line to the Executive Director Adolescence, SRH based in London,
- It will have direct interactions and strategy coordination with other Directors based in London, Nairobi and Addis Ababa.
- It will line manage an Analyst or Manager, subject to portfolio growth.

Position Responsibilities*As a Senior member of the India Team and the Adolescence Sector Team*

- Take full and collective accountability for the development and implementation of India priorities and plans, with a personal focus on India Adolescence Plans, ensuring they are aligned to the Foundation Strategy and the global Adolescence Sector Plans.
- As a recognized expert, provide up-to-date, professional advice to the Executive Team and CIFF Board on related issues, to support the development of Foundation strategies, policies and initiatives.
- Take the lead on corporate, cross-cutting initiatives and projects, as required by the

Executive Team.

- Provide compelling, consistent and united leadership which creates clarity for all staff in the India Team and Adolescence Sector Team and builds a sense of shared accountability for its success and that of the organisation.
- Develop and maintain excellent external relationships within the sector specialism, at all times acting as a corporate ambassador for CIFF, to help build the organisation's reputation and profile as a professional, visionary and collaborative philanthropy.
- Deputise for the Executive Director, as required.

Strategy & planning

- As a leader in the adolescence, sexual & reproductive health sector, and in collaboration with the rest of the team and across the organization, design and regularly revisit and review India Adolescence strategies, partners and pipeline to ensure we are on course to deliver CIFF' objectives.
- Contribute to the development and review of the Adolescence Sector Plan and lead the development of the Sector Executable Plan for India, to ensure CIFF is making maximum impact in those areas with the resources available.
- Lead through influence – working cross-functionally and serving as a resource/mentor to managers/analysts from other teams and CIFF country offices and partners.
- Oversight of team competence on the application of best practices and innovations in the India & Adolescence, SRH teams advising, coaching and leading by example.

Programme development, delivery & performance

- Oversee both the development of successful investment proposals and implementation of high- impact programmes by a team of Sector Managers and Analysts, ensuring the quality, timeliness and strategic alignment of their work to Foundation priorities and objectives.
- Allocate and monitor achievement of individual targets for pipeline, new investments & grant draw-down for all relevant team members, to ensure the India Adolescence Sector Team meets its objectives for programme development and delivery.
- Conduct regular reviews of investment proposals under development and programmes in delivery, to monitor compliance with agreed due diligence and risk management protocols, ensuring the interests and reputation of the Foundation are appropriately and proportionately protected. Intervene to take corrective action where necessary.
- Ensure all investment proposals and programmes are underpinned by appropriate monitoring and evaluation processes and procedures, in accordance with the frameworks and guidance of the Evidence, Measurement and Evaluation (EME) Team, to enable the development of rigorous evidence and analysis that supports CIFF's advocacy, scaling-up and mainstreaming agendas.
- As a recognised subject-matter expert, provide casework advice, specialist guidance and mentoring support to colleagues (within and beyond the team) to deepen the skills, capability and professionalism of the organization.
- In conjunction with the Strategic Engagement & Communication (SEC) function, ensure that appropriate procedures and frameworks are in place to support the effective leveraging and scaling-up of successful programmes and initiatives.
- Review the processes and procedures in place across the India Team, to identify and implement improved ways of working that increase operational effectiveness and efficiency.
- Lead the collection and analysis of team performance data and management

information, in accordance with CIFF corporate frameworks and requirements, to enable timely and effective decision-making and planning.

- Personally manage an end-to-end caseload of live programmes and a pipeline of potential investments subject to the India and Sector priorities and plan.

Sector knowledge and profile-building

- Proactively maintain extensive external networks with experts and opinion-formers within the area of personal subject-matter (and/or geographical) specialism, to ensure India Adolescence work is shaped by the most up-to-date insights and research.
- Undertake or commission sector-relevant research and analysis to inform the effective development, delivery and evaluation of programmes and initiatives.
- Personally contribute to the development and promotion of high-quality thought leadership, PR and marketing materials to raise awareness about CIFF's work within the India, ensuring alignment with the Foundation's Communications & Advocacy Strategies.

Stakeholder and partner management

- In accordance with agreed account management principles and plans, identify, cultivate and manage relationships with nominated key partners/stakeholders, to support the achievement of Foundation and Sector Team objectives in a coordinated manner.
- Advise and support more junior colleagues in identifying, negotiating with and managing appropriate programme partners (as required), to enable CIFF to maximise its philanthropic impact through effective collaboration.

Leadership of the team

- Set and monitor achievement of performance and personal development objectives for all direct reports, so that a culture of continuous improvement and learning is embedded within the India and Sector Team.
- Provide inspiring and motivational leadership that role models CIFF's values and behaviours and empowers and enables staff to deliver excellence.

The Talented Individual

Qualifications, skills and experience

- Extensive and progressive leadership in consumer marketing, demand creation, behavior change and digital marketing experience (such as IoT).
- Practical application of partnering within the private, not-for-profit and public sectors to embed innovative consumer marketing or demand generation initiatives through B2B, B2C, D2C or C2C channels.
- Health sector and Pharmaceutical experience, including understanding of market dynamics in sexual & reproductive health products, is desirable.
- Outstanding communication skills using a variety of presentation techniques.
- Exceptional management skills with a background of leading, inspiring and empowering those working for and with you.
- Knowledge and/or experience of working in emerging markets (India and South Asia essential, sub-Saharan Africa desirable).
- Detailed understanding of using cost-benefit and RoI methodologies and metrics to

inform strategy and business planning – with private sector, social business or not-for-profit settings.

- Whilst not essential to have sector specific experience, knowledge of developing youth-oriented brands and marketing strategies is particularly valuable.
- Additional language skills desirable.

Personal attributes

- Passionate about improving the health and wellbeing of young people most at risk, with an interest in the particular challenges of youth.
- A creative mindset used to problem solving and leading innovations.
- Ability to pull together teams and seek ways to maximise the contribution of others.
- Transparent communicator, results focused.
- Resilient – anticipating potential setbacks with the ability and pace to change course.
- Aware of the challenges that stigmatised groups and young people might face when trying to access services, notably the barriers associated to sexual health.
- High degree of comfort on sexual rights – specifically that contraception and safe abortion care should be available to all who need it.
- Strongly support diversity in the workplace.
- Willingness to travel: Expect travel (approx. every 6-8 weeks).

The Culture Contribution

Our employees contribute to a shared goal in an environment of support, knowledge sharing and fun!

CIFF Competencies

Action Biased: *Achieves outstanding results through commitment, planning, informed judgement and action in line with overall intent*

Collaboration: *Proactively builds valuable partnerships based on teamwork, transparency and mutual respect to bring about sustainable change*

Improve and Innovate: *Exercises commercial and entrepreneurial thinking for greater effectiveness and impact*

Inspire and Influence: *Builds trust by expressing compelling and tailored messages which enable CIFF to be catalytic and create momentum*

Passion and Perspective: *Is passionate about CIFF's mission and always keeps the drive for systemic change in mind*

Leading for Impact: *Leads the organization by providing coherent vision, direction and support in seeking impact for children*