



mary's  
meals

a simple solution  
to world hunger

**Recruitment pack:**

**Director of National  
Affiliate Growth**

**Mary's Meals  
International**

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# Welcome from our CEO

Thank you for your interest in working with Mary's Meals International. I hope you will find this pack informative and useful in supporting your decision to apply to join our team of employees, which exists to serve a global movement of people who are united around a simple mission; the provision of a daily meal in a place of education for the world's poorest children.

This meal, cooked and served by local volunteers, meets the immediate need of the hungry child and, at the same time, plays a key role in encouraging them into the classroom where they gain an education that can set them free from poverty. Today we serve over 2.4 million children each school day in 18 of the world's poorest countries. This global movement of ours is achieving something wonderful, each meal served is the product of a series of lots of 'little acts of love' carried out by people across many countries who freely give their time, money, skills or prayers and it is through that, that our movement grows.

Our work is named after Mary, the mother of Jesus, and our values and culture are rooted in and shaped by a Christian spirituality. We feel that the way we do things is as important as the end results. Ours is also a universal mission involving people of all faiths and none across the world. Everyone is invited to join and provide their own unique contribution to this work.

With 67 million children out of school around the world and a further 73 million attending school so hungry they're not able to concentrate and learn, our work is only just beginning. Will you play a crucial part in shaping the future of Mary's Meals and with it, the lives of thousands of children across the world?

Good luck with your application!



Magnus MacFarlane-Barrow  
MMI CEO & Founder





- **Our vision** is that every child receives one daily meal in their place of education and that all those who have more than they need, share with those who lack even the most basic things.
- **Our mission** is to enable people to offer their money, goods, skills, time, or prayer, and through this involvement, provide the most effective help to those suffering the effects of extreme poverty in the world's poorest communities.





- We have confidence in the innate goodness of people.
- We respect the dignity of every human being and family life.
- We believe in good stewardship of the resources entrusted to us.

[View Mary's Meals' full statement of values here](#)



## The global Mary's Meals family



### Mary's Meals Network

#### National Affiliates

<b>Australia</b> Independent Affiliate	<b>Austria</b> Independent Affiliate	<b>Bosnia-Herzegovina</b> Branch of MMI	<b>Canada</b> Independent Affiliate	<b>Croatia</b> Independent Affiliate
<b>Czech Republic</b> Independent Affiliate	<b>France</b> Independent Affiliate	<b>Germany</b> Independent Affiliate	<b>Ireland</b> Independent Affiliate	<b>Italy</b> Independent Affiliate
<b>Poland</b> Independent Affiliate	<b>Spain</b> Independent Affiliate	<b>Switzerland</b> Independent Affiliate	<b>United Kingdom</b> Independent Affiliate	<b>United States</b> Independent Affiliate

**Mary's Meals International (MMI)**

#### Programme Affiliates

<b>Kenya</b> Branch of MMI	<b>Liberia</b> Branch of MMI
<b>Malawi</b> Subsidiary of MMI	<b>Zambia</b> Subsidiary of MMI

#### Fundraising Groups

<b>Belgium</b> International Fundraising Group	<b>Slovakia</b> International Fundraising Group
<b>Hong Kong</b> International Fundraising Group	<b>Slovenia</b> International Fundraising Group
<b>Netherlands</b> International Fundraising Group	
<b>Portugal</b> International Fundraising Group	

#### Programme Partners

<b>Benin</b> Soeurs de Marie de la Madeleine Maccouze	<b>Ecuador</b> Fundación Cristo Misionero Orante	<b>Ethiopia</b>	<b>Haiti</b> BND, Caritas Hinche, Summits Education	<b>India</b> BREAD
<b>Kenya</b> Caritas Lodwar	<b>Lebanon</b> Dorcas	<b>Madagascar</b> Grand' Dignement, FeedBack Madagascar, Money For Madagascar	<b>Malawi</b> Missionary Community of Saint Paul the Apostle	<b>Myanmar</b> Episcopal Commission for Education
<b>Niger</b> Grandir Dignement	<b>South Sudan</b> Diocese of Rumbek, Mary Help Association	<b>Syria</b> Dorcas	<b>Thailand</b> Living Water Foundation	<b>Yemen</b> Yemen Aid
<b>Zimbabwe</b> Mavambo Orphan Care, ORAP				

## Role title:

Director of National Affiliate Growth

## Location:

Remote role

## Salary:

Competitive package + benefits

We have established compensation bands across the organisation, as we seek to ensure as much money as possible goes directly towards feeding children. An expectation of a vocational approach has shaped our approach to compensation for senior roles within Mary's Meals International.

## Benefits:

- Flexible working hours
- 34 days' annual leave (including public holidays) + 1 extra day per year up to 39 days.
- Non-contributory pension with employer contributions of 8% if UK based (8% payment in lieu of pension paid in other regions)
- Life assurance
- Lifeworks Employee Assistance Programme





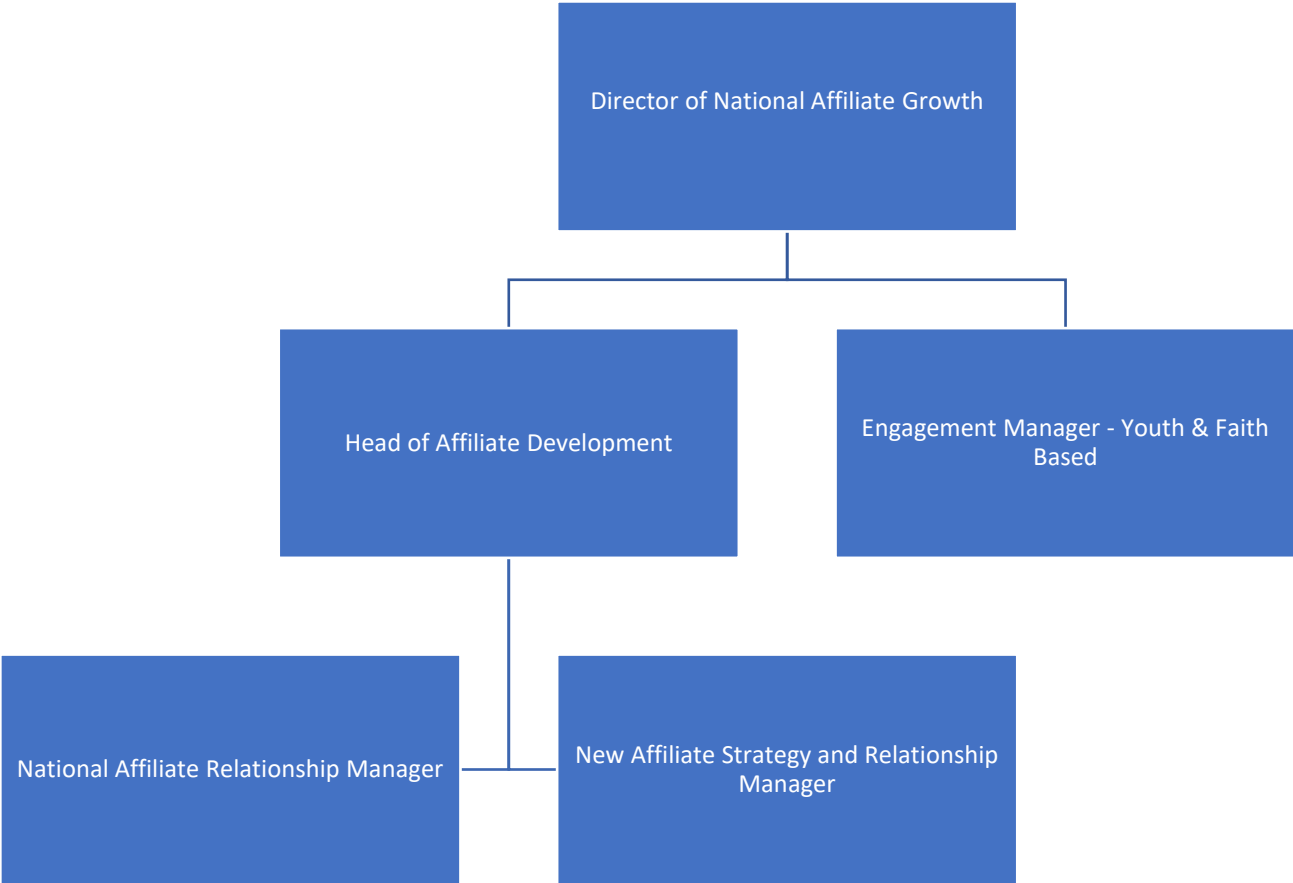
**For a detailed description of your job role, outlining key responsibilities and skill requirements, please click on the links below.**

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[Job Description](#)







# Our Organisational Culture

**Our vision** is that every child receives one daily meal in their place of education and that all those who have more than they need, share with those who lack even the most basic things.

**Our mission** is to enable people to offer their money, goods, skills, time, or prayer, and through this involvement, provide the most effective help to those suffering the effects of extreme poverty in the world's poorest communities.

**Our Values Statement**

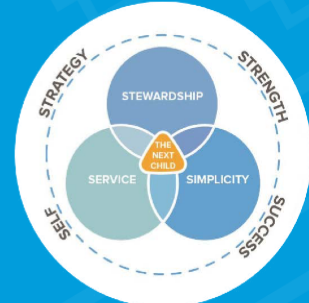
- We have confidence in the innate goodness of people.
- We respect the dignity of every human being and family life.
- We believe in good stewardship of resources entrusted to us.

**Our foundation stones** build on our vision and values and considers what they mean and how they shape our decisions and behaviours.

**Our Vision, Mission and Values + 7S Framework + Foundation Stones = The Mary's Meals Culture**

**Our strategy** sets out what we plan to achieve and how.

7S Leadership Behaviours	
<b>Service</b> <b>Simplicity</b> <b>Stewardship</b>	3 Key Differentiators – the things that sets Mary's Meals apart. If we do more of these we'll accelerate our progress towards feeding more children = <b>Aspiration into Action</b>
<b>Self</b> <b>Strategy</b> <b>Success</b> <b>Strengthen</b>	These 4 are really important too! If we do more of these we'll sustain and grow our organisational culture.





- [Our History](#)
- [Our Foundation Stones](#)
- [The Next Child – Mary's Meals Strategic Plan](#)
- [Love Reaches Everywhere](#)
- [Child 31](#)
- [Generation Hope](#)

# Recruitment process

## Recruitment Process

Our processes are informal and informative, we are keen to get to know more about you, your experience/motivations and hopefully give you a clear picture of the opportunity and life here at Mary's Meals International.

- 1 Initial MS Teams call with Head of Recruitment - MMI
- 2 Interview with Chief Growth Officer, Director of Marketing & Director of Communications.
- 3 Final interview & Presentation with Chief Growth Officer, CEO and Chief Services Officer



## How to Apply for this Role

If you are inspired to join our movement and our vision, mission and values resonate with you, we would love to hear from you. To apply please visit our Work For Us page, <https://www.marysmeals.org/get-involved/work-for-us> and include your CV and a succinct covering letter sharing with us why you would make a fantastic addition to our team here at Mary's Meals.

For any enquiries or questions regarding the role, please email Leanne Gordon – Head of Recruitment at [leanne.gordon@marysmeals.org](mailto:leanne.gordon@marysmeals.org)





**“Together, let’s set out on this journey; one step at a time, one meal at a time, one child at a time.”**

**– Magnus MacFarlane-Barrow, Mary's Meals founder**