

Development Consultant Opportunity

About Mothers' Union

Mothers' Union is a membership organisation and our members have been empowering communities to combat poverty, speak up for social justice and improve wellbeing of those around them for more than 140 years.

Family and community are at the heart of all we do, ensuring any change is relevant and lasting. We are proud that through our 4 million members acting as volunteers we are able to understand and support in the region of 1 million people each year, giving them the skills and knowledge to transform their own lives for the better. Founded by the social activist Mary Sumner in the 19th century who championed change, particularly in matters relating to women and family life continues to be part of our DNA. Our Christian values further underpin this commitment to working towards a world that ensures everyone is able to live life in all its fullness and our inclusive approach ensures we work with people of all faiths and none.

We are unusual in that all of the work is undertaken by members in their own communities, making delivery highly cost-effective and sustainable.

How we are organised

Mothers' Union is a Federation of some 600 independent entities worldwide (including 66 Mothers' Union Diocesan charities in Britain and Ireland), affiliated to the central charity, and headquartered in London, which is incorporated under Royal Charter.

The central charity serves 3 distinctive purposes: acting as the secretariat for the worldwide movement and Board; financing and co-ordinating major global development and policy initiatives for the whole movement; providing the secretariat for the members in Britain and Ireland (which in other countries is provided locally).

From small community initiatives to national programmes our aim is to strengthen family life by nurturing relationships that are loving, faithful and respectful.

Each member subscribes to the same values; the moral and ethical codes that are central to the ways in which we operate:

- We are firmly rooted in a voluntary ethos centred on mutual respect and collaboration;
- Our governance, leadership, and programmes are driven by and undertaken through lay members within their own communities worldwide; and
- We work with people of all faiths and none.

Context

As well as addressing local short-term needs, there is a programme of transformational work which is determined by the needs identified in individual communities. Mothers' Union has just completed a major consultative exercise with its membership across the world, the results which will help to ensure that we have listened to the real needs locally, and are building our global programmes based on those needs.

In a meeting with 72 leaders from across the world in June, 2019, this work was encapsulated in a "theory of change" model for the movement (attached).

Mothers' Union is both a membership organization, with 4m members across the world, and also an "NGO", delivering, through its members acting as volunteers, transformational programmes which lead to sustainable change in communities, and a "hand up" to becoming independent of external help/dependency on others as a first resort.

The central charity, based at Mary Sumner House in Westminster has the role of coordinating communication and standards of all of the affiliated Mothers' Union charities around the world, and fostering relationships, whilst also leading delivery of core development programmes. In addition, it acts as the secretariat for the membership in Britain and Ireland, where it frequently has direct contact with individual members.

The Team

The Development team is responsible for all of the project and programme work of Mothers' Union. It supports Mothers' Union provinces and dioceses within Britain & Ireland and across the world in their project and programme work. It is currently a team of 6, including the Senior Development Manager.

Each area is managed separately with overall leadership currently from the Senior Development Manager:

Three Regional Development Programme Managers who are each responsible for managing one or a number of the various programmes within Britain & Ireland: Loving for Life, Away from it all (AFIA), a programme that provides short breaks for families, Morden Day slavery, Prisons work, Parenting and UK mobilisation Processes.

The role of the development team worldwide is to build capability and capacity across the regions of the world, so that our members are increasingly able to both fundraise and deliver programmes which are appropriate to the local context, and which follow good governance and development practice. We also co-ordinate a number of core programmes in partnership with the regions, countries, and where appropriate, other international and local partners, to address locally identified priorities. Currently, there are four main programmatic areas: Church Community Mobilisation (Asset Based Community Development); Literacy and Financial Education; Savings and Credit Programmes, and Parenting.

Currently, working with our worldwide members are two Regional Development Coordinators. One is responsible for East and West Africa and the other Coordinator covers the Pacific regions (Australia, New Zealand, Melanesia and Papua New Guinea) and is also responsible for the Provident fund and Grants allocated to some of our members.

There is also a Consultant within the team for the duration of this year who is overseeing our programme and projects in South Sudan, Sudan, Rwanda, Congo, Ethiopia, and Burundi, alongside one of our Regional Development Coordinators.

In addition, recruitment for a Team Administrator is currently being progressed.

The team has been leading on the consultative exercise, known as MULO (Mothers' Union **L**istens, **O**bserves, **A**cts). Individuals carry a range of roles, including relational, consultative and programme administration.

The current situation

Following the conclusion of the consultative exercise, Mothers' Union is now starting to review how it works centrally in the light of MULO, with the aim of designing a Strategic Plan, based on the insights from members.

The charity is resource constrained, and is seeking to improve its ability to generate funding from outside the membership, both to deliver major programmes, and to assist in capacity building around the world, so that, ultimately, the affiliated Mothers' Unions are better equipped to deliver their mission independently of the "centre".

The programme delivery has evolved over time, and a number of major programmes have been delivered to the standards of individual funders, including Comic Relief. We seek to develop "the MU way" of delivering programmes and projects, with common ways of developing project frameworks, standards and consistent measurement of MEL, reporting, and communications.

The team has now started to draw up a project lifecycle, with associated templates, systems and processes to deliver across the organisation. It is also seeking to build a bank of project frameworks to enable a pipeline of funding to be developed, so that key staffing can also be put in place.

Alongside systems and processes, the team is also assessing effective ways of working and organisation of its various work, balancing the need to retain relational strengths with a systematic approach to project delivery and reporting.

The opportunity

We are seeking an individual with proven experience and expertise in Development Systems and Processes to help us to establish appropriate ways of working across the organisation, which will bring in innovative ways of working and current best practice. An empathy with the Mothers' Union approach to Development would be highly advantageous.

You will also have experience of building teams and excellent interpersonal skills, with the ability to advise on the future structure and resource requirements for the Development Team.

Key tasks

- To evaluate the current programmes and projects and work with the team in implementing robust systems and processes in place consistent with the MU approach to transformational development;
- To work with the team to critically analyse the prospects for programmes from a funding perspective and agree a way of working with fundraising to deliver new, funded programmes.
- To review and recommend organisational structure options currently and for the future;
- To support the Senior Development Manager and the team in implementing new approaches to projects, programmes or team.

Type of role

Consultancy. The role will work very closely with the Senior Development Manager and the team, and report to the CEO.

Daily rate

Competitive. Commensurate with the skills and experience required in the role.

Duration

The role is indicatively for a period of up to 6 months.

Start date

An immediate start is preferable, however we are flexible and can, with the successful applicant agree the amount of time that you can give initially, prior to an agreed start date. Our immediate milestone is to have at least basic documentation and priorities for work in place by the end of August.

A programme of work with associated days of work will be agreed with the successful candidates. It would be helpful if interested applicants could specify the maximum number of days they envisage working per week and when they could start. While this role can be worked remotely, you may be required to work within the office occasionally.

To register an interest:

Please supply your CV and a short supporting statement highlighting experience and what you would bring to the role by 19th July 2019 to jobs@mothersunion.org

There will be initial meetings with the Chief Executive and Senior Development Manager to be scheduled within the last two weeks of July

For more information on our work, please visit www.mothersunion.org