



# Technical Director

## Job Description

### About Emergency Nutrition Network (ENN)

Emergency Nutrition Network (ENN) works to reduce undernutrition globally. We enhance the effectiveness of nutrition policy and programming by improving knowledge, stimulating learning and building evidence. We are passionate about being network-driven, independent and evidence-based.

**Our vision** is that every individual caught up in a nutritional emergency, or suffering from malnutrition anywhere in the world, gets the most effective help possible.

Through our work and collaborations, we support agencies and individuals to implement evidence-based nutrition programming, predominantly in low- and middle-income countries and in fragile and conflict-affected states.

ENN's portfolio includes projects specialising in Infant Feeding in Emergencies, Wasting and Stunting, Adolescent Nutrition and Management of small & nutritionally At-risk Infants under six months & their Mothers (MAMI), as well as our highly regarded international publication, Field Exchange.

ENN is governed by a Board of Trustees and has its head office in Oxfordshire, UK. ENN is financially supported by foundations and trusts, government donors, international non-governmental organisations and United Nations agencies. For more information about ENN see our website: [www.enonline.net](http://www.enonline.net).

### Our People

ENN's team is made up of a range of technical experts in nutrition, with decades of collective experience, and a small, experienced operational team. ENN is highly committed to diversity and inclusion, to enabling and promoting flexible working for our staff, and to supporting continued professional development.

We are proud that in our 2023 Employee Engagement Survey over 95% of our team said that they feel personally connected to ENN's overall purpose, they are clear about what they need to achieve in their objectives and that they are proud to tell people they work for ENN.

### Terms and Conditions

- **Type of contract:** Permanent
- **Hours of work:** Full time (37.5 hours per week)
- **Location:** Hybrid. Working from home, with travel to ENNs Oxford Office
- **Holidays:** 25 days plus UK Public Holidays, increasing by one day per annum after two complete years of service to a maximum of 27 days per annum. Pro-rata for part-time staff.
- **Salary:** circa £64,000 per annum (FTE), dependent on experience

### Purpose of the role

Networking and influencing at the highest levels of global nutrition policy and practice, ENN's technical work is overseen by three Technical Directors, whose work comprises strategic leadership, specialist technical contributions, brokering and networking, policy influence and research. Each bring specific expertise as well as cross-cutting acumen and leadership. The TDs also represent the technical team on ENN's senior Management Team, helping to shape structures, resources, and policy.

To streamline our structures and time, play to strengths, and maximise efficiencies across our technical portfolio, two Technical Directors now focus on the strategy, content and leadership of the organisation's technical team and portfolio. The third TD balances a similar function with representing the technical team in ENN's management and governance structures, as well as working with support functions to develop an integrated programme approach for ENN.

This job description outlines the general and specific duties and responsibilities of this Technical Director position with the more exclusively technical focus.

## **Key responsibilities**

### **Strategic leadership** 20%

ENN has a 5-year strategy (to 2028) which sets out objectives, priorities, and our ways of working that are central to how we deliver our vision. This forms a key reference point for ENNs decisions about how we approach and develop existing and new areas of focus. The TD will contribute to the realisation of the 5-year strategy by:

- Sharing knowledge and analysis of key directions and gaps in the nutrition and related sectors, build on existing ENN workstreams and drawing on the collective experience of the full ENN technical team and wider network (together with other TDs), identify new directions/focus areas, portfolios and activities contextualised within ENNs strategic approach, capacities, and direction
- Contribute to ENNs strategic fundraising (under lead of the CEO), leading institutional engagement, the delivery of agreed technical contributions, developing proposals and overseeing reporting
- Appraise and assure portfolio and programme balance periodically, jointly with the other TDs and ensure alignment with strategy
- Sit on the technical sub-committee of the trustees (with other TDs) where strategic technical issues and risks are discussed (including working with the chair of the sub-committee to identify, table and present on key areas for discussion), and provide consistent technical representative at Board meetings
- Oversee particular developments in ENN's ways of working in line with the Strategy, as decided by the CEO, e.g. expanding our network and partnerships with national actors, strengthening our influencing activities, youth engagement, developing an integrated programme approach for ENN
- Other strategic roles as required by the CEO, including deputising in their absence.

### **Organisational Management** 10%

- Coordinating with the TD on the MT team, contribute to MT agenda items and the dissemination and implementation of outcomes
- Contribute to the operational management of ENNs technical programme, where it relates to their area of responsibility
- Contribute to regular senior technical team meetings that help oversee and coordinate the full technical team and programme (review of broad spread of people and projects, identification of technical team wide opportunities for development, troubleshooting project and people issues) based on portfolio priorities agreed by TDs
- Review relevant content in donor reports, trustee reports and annual reports

### **Technical delivery** 40%

- Provide direction and coordination of the full technical portfolio with the other TDs. Oversee a workstream of project portfolios led by ENNs Senior Technical Associates, providing direction, technical review and strategic inputs.

- Oversee ENNs Life Course workstream which comprises our Infant Feeding in Emergencies, MAMI, Adolescent Nutrition and Maternal Nutrition projects led by two of ENN's Senior Technical Associates
- Oversee the planning, development and management of portfolios within the workstream to ensure alignment with all elements of ENNs strategy
- Contribute to technical projects scope and evolution (including directing external and internal efforts, advising on collaborations, technical oversight when sought,). TDs may also lead an individual project where required
- Create, co-create and review technical outputs across the range of ENN's technical areas and products (evidence reviews, research papers, briefs, communications content)
- Line manage and mentor senior members of the technical team to deliver on the organisation's objectives
- Oversee the necessary terms of reference for associates and consultants to feed into any new or renewed contracts within their workstream
- ENN has a master M&E framework which covers project specific deliverables. In their oversight role TDs will ensure that monitoring reports are utilised for strengthening delivery

***External positioning and technical leadership*** 15%

As a key organisation for providing evidenced knowledge of what works and how it works as well as identifying and helping to fill evidence gaps, ENN has considerable interaction with multiple organisations, institutions and individuals. Identification of critical stakeholders, nurturing strategic relationships, facilitating collaboration and brokering consensus are core components of TD activities, in addition to specific technical expertise.

- To stay abreast of developments in the sector in policy, programming and research, dedicating appropriate time
- Identify and develop opportunities and strategies for ENN to influence the sector and beyond
- Strategic engagement with key donors and other influential actors, to provide or coordinate high level technical advice and inputs as planned/requested
- Actively participate (and guide others in the technical team to do same) in key international/regional/country meetings/forums to present ENN-led/collaborative work; listen, learn and help amplify emerging knowledge and evidence; and support meetings through facilitation
- Identify new actors, institutions, or agencies with whom ENN needs to liaise with and lead the required relationship building
- Work with the communications team to develop and update communications material in line with our evolving communications strategy

***Internal Technical Quality Assurance*** 15%

TDs provide a quality assurance role across our portfolio by being a backstop to all portfolio leads as and when required. This includes areas such as:

- Network and relationship management/building
- Aligning project design and delivery with our strategy and ways of working
- Reviewing and editing ENN outputs to ensure the highest quality
- Specific technical advice.
- Initiate, participate and contribute to internal technical team learning and sharing opportunities
- Liaising with the communication team on external technical communications

***People, values, and culture***

Across all areas of responsibility, the TDM works with colleagues and has specific responsibilities to set standards and objectives that motivate others, the tools and resources to deliver on them and the accountability to measure progress and provide for learning.

- Lead designated colleagues, supporting and empowering them to be the best they can be and creating a culture which thrives, innovates, and delivers high quality
- Line manage senior colleagues, developing objectives for performance and growth, enabling their delivery, accountability, and learning
- Demonstrate behaviour consistent with ENN values and ensure that staff and associates understand them, embrace them, and are focused on achieving our vision and aims
- Support and enable ENN's diversity, encouraging debate and discourse and facilitating towards consensus
- Pro-actively and positively contribute to the functioning of the ENN Management Team, ensuring colleagues are encouraged, supported, and mutually accountable

#### **Other**

- Other duties as identified with the line manager.

**Supervisor for:** Technical team (Senior Technical Associate, Senior Nutritionists), Technical Associates and Consultants

**Reporting line:** CEO

#### **Person Specification**

##### ***Essential requirements***

- Background in leading international nutrition/health programmes.
- Post-graduate qualification (or equivalent) in public health/nutrition/health
- Proven success in developing and effectively managing programmes in complex organisations
- History of participation in organisational management teams and country or international level
- Proven excellence in motivating and leading diverse and dispersed teams (including good team building, distance and line management and mentoring skills)
- Excellent interpersonal skills; an active listener with proven ability to build positive relationships with a wide variety of people and organisations
- Extensive professional network within the humanitarian and development systems
- Demonstrable success in influencing change in the humanitarian and development architecture/system
- Programme, research and policy development experience in humanitarian/high burden contexts
- Comprehensive understanding of the donor landscape and requirements and proven experience of winning and effectively managing significant grants
- Excellent written and interpersonal communication skills
- Adept facilitator and negotiator
- Visionary, self-motivated, and strong initiative

##### ***Desirable requirements***

- Publication record in peer review journals
- Languages: French, Arabic
- Experience in systems-based approaches/research (e.g. Health Systems, Food Systems)
- Specialism in areas of work of relevance to ENNs strategic priorities

ENN is committed to diversity and inclusion, and to building a culture where every team member is recognised and valued as an individual. We actively encourage applications from a broad range of experiences and backgrounds.

#### **Application Process**

Please submit a Cover Letter (no more than one page which explains why you are interested in the role and how your experience satisfies the Person Specification) along with your CV to [recruitment@ennonline.net](mailto:recruitment@ennonline.net) no later than 23:59hrs on **26<sup>th</sup> January 2025**. **Early applications are advised as we reserve the right to conclude the process before the closing date if a suitable candidate is identified.**