



**FOOD FOR  
THE HUNGRY**

OPPORTUNITY PROFILE

DIRECTOR OF INTERNATIONAL PROGRAMS

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FOOD FOR THE HUNGRY



**NELSON/KRAFT**  
AND ASSOCIATES

# ABOUT US

## OUR PURPOSE

### TO GRADUATE COMMUNITIES OUT OF POVERTY IN 10 YEARS

Food for the Hungry is a Christian non-profit organization dedicated to ending poverty - one community at a time. With partners like you, FH walks alongside the most vulnerable communities throughout the developing world as they strive toward sustainability. Recognizing that each community faces unique challenges as well as advantages, FH is committed to an integrated, holistic approach to development including priorities such as agriculture, education, health, and gender equality.

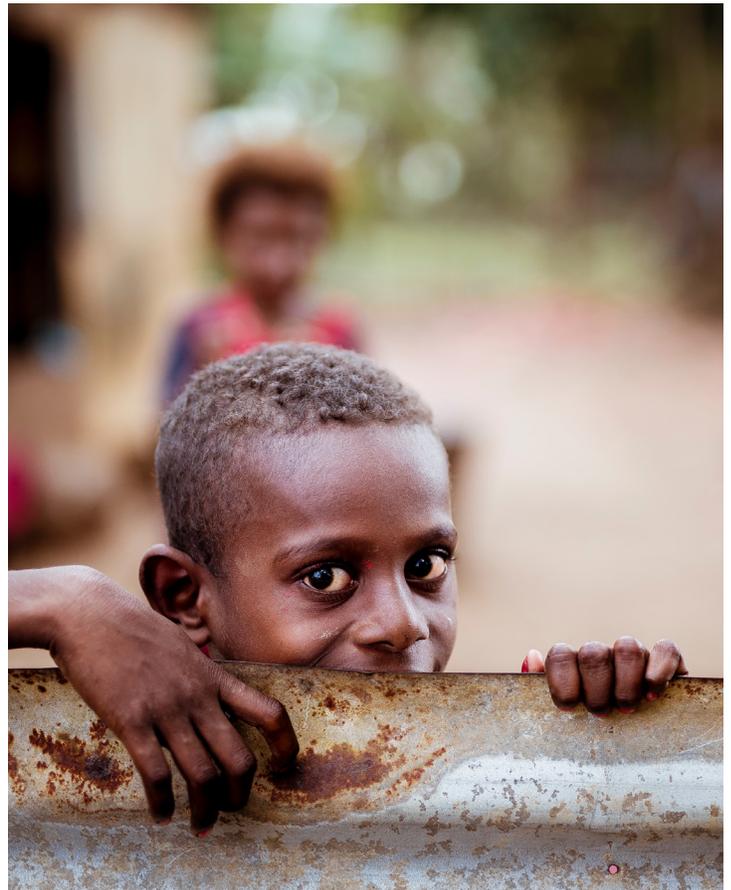
## WE'RE DIFFERENT BECAUSE...

We address the root issues of poverty. Sometimes people get stuck. A community can't progress until its people understand what is holding them back. Everyone has God-given value and potential so we begin with changing how they see themselves and the world around them. This is community owned development. At the core of our activities is our belief in "walking with" rather than "doing for". Community leaders are intentionally involved in the creation of grass roots solutions to poverty.



## FROM STUCK TO THRIVING: A COMMUNITY TRANSFORMATION

We see the big picture. We don't do just one thing. Ending poverty is complicated and it takes more than food or clean water for a community to thrive. We hire locally. Over 98% of the 3,000 FH staff members are citizens of the countries where they work. They're from there; they get it. We leave. After about a decade, a community graduates and we transition from coaches to the sidelines. Since 1994, Canadians have helped 63 communities move from being stuck to self-sustaining. These communities are then in turn reaching out to their neighbours.



# ABOUT US

## OUR VALUES

**God is our foundation.** We are motivated by Christ's love to walk with the most vulnerable around the world until they thrive. The Church plays a central role in many of the communities we work alongside and faith is an important part of a sustainable future.

**Relationships first.** We recognize that people are at the end of every decision and make that responsibility our priority.

**Commitment to Service.** Helping others is part of our D.N.A. We apply that philosophy as we walk with communities around the world, our co-workers, and amazing donors like you!

**Invest wisely, focusing on results.** We strive to make wise, long-term decisions with your generous donations to meet our goal of graduating communities out of poverty in ten years.

## PROMISE OF INTEGRITY

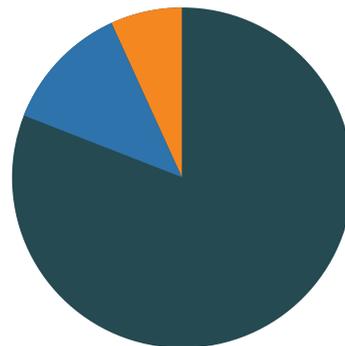
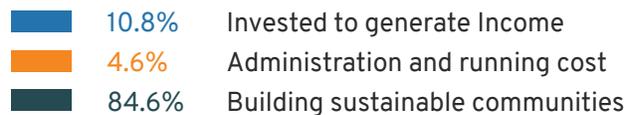
All charities are under scrutiny by Government agencies and the public. We welcome this and our certification by the Canadian Council of Christian Charities guides us towards best practices. FH Canada's programs are closely monitored by our Board of Directors who take an active role in stewarding the vision and mission of FH Canada as well as making our programs effective.

Donations designated to a specific program or project will fund that program or project as indicated by the donor. If the needed funds are fully raised, the Board will direct the remaining designated donations to similar programs where most needed.

## PROMISE OF STEWARDSHIP

Food for the Hungry Canada is committed to upholding the highest standards of financial integrity and stewardship. We promise to direct your gift where designated; to ensure your donation stretches as far as possible through innovative, cost-effective methods; and to far as possible through innovative, cost-effective methods; and to operate efficiently. Should the campaign goal be met, we will re-designate funding in the same region or category.

The following chart demonstrates the allocation of all donations.



# ABOUT US



## PRESIDENT SHAWN PLUMMER

Shawn has an 18-year track record in international relief and development including 10 years with a leading organization as Country Director in Mozambique and Eritrea, Regional Director for North Africa and the Middle East, and as Director of Technical Programs. Shawn has gained invaluable program and leadership experience by managing hundreds of staff and multi-million dollar programming activities to assist the most vulnerable globally. During Shawn's eight years at FH Canada, he has overseen partnership development, the artist advocate program, and Child Sponsorship. Shawn is deeply respected in the non-profit development community, both here in Canada and worldwide. Rooted in his compassion and love for the most vulnerable, Shawn's broad network of global relationships continue to provide valuable support to his work.



# THE JOB

## DIRECTOR OF INTERNATIONAL PROGRAMS

At Food for the Hungry, we're focused on ending poverty, one community at a time. We're looking for an outstanding Director of International Programs to join our unique, hardworking, Christian team.

## JOB DESCRIPTION

The Director of International Programs will collaborate in the creation of and oversee the execution of departmental strategy to contribute to the growth of FH Canada's international impact and number of communities served and support other departments in the growth of FH Canada's donor base and public engagement. As part of the Senior Leadership Team (SLT) you will model FH's core values through servant leadership and will contribute to the success of the whole organization. With keen interpersonal and cross cultural skills you will work to ensure positive, mutually beneficial, encouraging and supportive relationships that result in excellent program information for winning proposals and stimulation of donor's/partner's mutual transformation. Your current network and strong networking skills will position you well to build alliances within the international development industry and beyond.

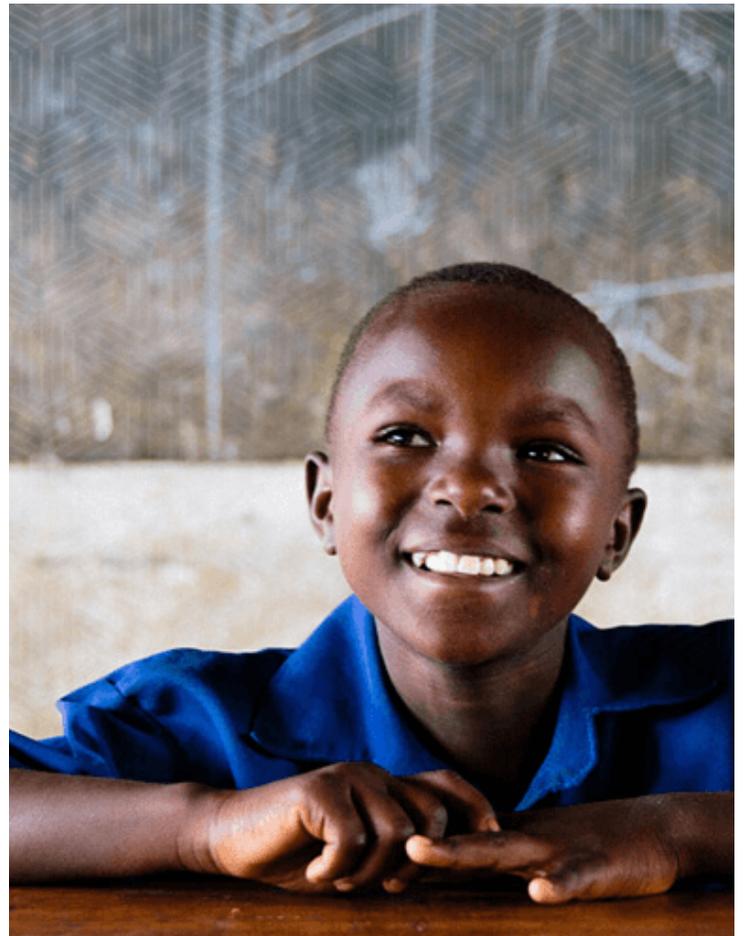
**Reports to:** Shawn Plummer, President and CEO

**Supports:** Senior Leadership Team and all departments

**Leads:** A growing department currently including the International Programs Reporting Manager

## PURPOSE

This role is pivotal to FH Canada's ongoing impact both at home and abroad. With a focus on creating and capturing impact in the growing number of communities FH Canada walks alongside, the International Programs department is the pipeline for information needed to maintain and expand donor engagement in Canada and the achievement of mutual transformation. FH Canada is poised to take advantage of multiple opportunities to expand its reach requiring an increase in specific core capacities in order to strategically respond.



# THE JOB

## RESPONSIBILITIES

- Establish and maintain excellent rapport with FH field leadership and staff to collaboratively assist in the planning, monitoring, and evaluating of Child Focused Community Transformation (CFCT) programs resulting in communities being ready to graduate within 10 years.
- Periodically visit each field FH Canada supports to maintain an intimate understanding of field programs, to monitor and evaluate program implementation and impact and to provide encouragement to field staff and strengthen relationships.
- Ensure documentation of program monitoring for each field FH Canada supports is maintained and sufficiently meets CRA regulations including budgets, financial reports, activity reports, impact narratives, and tracking of outcomes.
- Develop and maintain, in coordination with other Senior Leaders, a strategic plan for international program support that is in line with the Canadian donor market, FH Canada's market niche, and FH Canada's One Page Strategic Plan.
- Develop three year plan for resources required to support field programs toward graduation within 10 years, which will support the goals of the One Page Strategic Plan.
- In consultation with the SLT determine and present to the Board of Directors for ratification the annual pledges of support to FH field programs and monitor field spending throughout the year.
- Determine, together with other senior leaders, FH Canada's financial support to FH's emergency response and relief efforts as they occur.
- Coordinate the planning, procurement and shipping of commodities to FH fields and/or partner organizations.



# THE JOB

## RESPONSIBILITIES

- Work with Communications and Philanthropy departments to provide support for strategic growth of multiple funding streams through gathering international program information and developing and drafting donor engagement documents as required.
- Plan appropriate levels of registered children to support growth of the Child Sponsorship channel.
- Manage the process for the preparation and submission of proposals for government grants, foundation and/or major donor grants by completing application processes, submitting proposals, negotiating terms, and providing reports on successful grants.
- Collaborate with FH Global, regional and field staff on the development of new or updated programs/projects, implementation materials, staff training, M&E and reporting tools ensuring FH Canada's unique needs are considered.
- Build and maintain a network of connections spanning international development, charity, research, M&E, government and grant funding that will provide opportunities to create brand awareness, forge partnerships, and incubate innovation.
- Represent FH through various development and fundraising networking events, speaking engagements and meetings with partners and donors.
- As a member of the SLT contribute to the creation and implementation of FH Canada's quarterly, annual and three year strategy targets and operational plans.
- Supervise, coach and encourage staff assisting in the completion of the above responsibilities through daily interactions and individual quarterly Coach & Connect sessions.



# THE JOB

## ACCOUNTABILITY

- Ensure procedures and documentation sufficiently meets CRA regulations for charities operating outside Canada
- Ensure field reporting procedures and templates will provide information necessary to track the communities' journey toward and readiness for graduation
- Collaboratively meet all needs for international program information for purposes of marketing, donor engagement, fundraising and others as required
- Grow a network of contacts resulting in opportunities for partnerships with other organizations for the purposes of funding of, research for and innovation in field programs
- Build rapport with FH Global staff to influence program model changes and design such that FH Canada's interests are well represented

## WHAT YOU CAN DO

- Experience in the solicitation of government grants, preferably with Global Affairs Canada
- Excellent verbal and written communication skills
- Excellent cross cultural communications proven by significant experience
- Ability to organize, mobilize and motivate teams to achieve strategic goals
- Proficiency in the use of CRM, Word, Excel, PowerPoint, and other MS Office applications
- Enthusiastic to make international trips to remote rural settings where amenities are limited and rustic

## WHO YOU ARE

- University degree in International Development or a related discipline
- A minimum of 5 years of experience working in international development
- A minimum of three years of experience managing International Development projects
- Accomplished networker able to turn strategic connections into valuable partnerships
- Collaborative, professional, servant leader, strategic thinker and team player
- Willing to work flexible hours to accommodate meetings with staff in different time zones
- Physically prepared (or willing to undergo preparation) for international travel with vaccinations and preventative medications



# SEARCH PROCESS

## NELSON/KRAFT & ASSOCIATES INC. CONSULTING TEAM

### OUR SEARCH TEAM



#### MARK KRAFT

##### Leading the Search

Mark is a certified executive coach and Birkman Method consultant. With a background in pastoral ministry, strong leadership development skills, and a passion for helping not-for-profit organizations succeed, Mark has become highly sought after for his expertise in recruiting, networking, crisis management, team building, and best practices for board governance.



#### LARRY NELSON

##### Supporting the Search

Larry's professional training as a Chartered Professional Accountant, his extended experience as a CEO of a large not-for-profit seniors' housing provider, and his knowledge gained while chairing several not-for-profit boards of directors across Canada equips him well to serve the needs of charities. During his more than 10 years of experience as an executive search consultant, Larry has placed over 70 senior executives nationally and worked with over 45 North American charities.

FOR MORE INFORMATION, PLEASE CONTACT:

#### MARK KRAFT

mark@nelsonandkraft.com  
1.778.982.4427

#### LARRY NELSON

larry@nelsonandkraft.com  
1.778.385.0117

## ESTIMATED SEARCH TIMELINE

While every search is dynamic and time frames are hard to predict, the following is an overview of the expected timeline for this search:

#### Application deadline:

*September 30, 2019*

*Shortlist Interviews - October 3-15, 2019*

#### Finalist Candidate Start Date:

*November-December, 2019*

## HOW TO APPLY

Forward your resume and cover letter to Mark Kraft at [info@nelsonandkraft.com](mailto:info@nelsonandkraft.com)

#### Application deadline is:

*September 30, 2019*

Please Note Qualified candidates for this search must be Canadian residents at the time of application.

Thank you.

To learn more about Food for the Hungry Canada, please visit -

<https://www.fhcanada.org>