Job Description:

Country Director, Niger

General role information	
Job Title:	Country Director, Niger
Reporting to:	Deputy Africa Director
Salary Band:	BG12
Notice period:	3 months
Budget Responsibility?	Yes
Direct Reports?	Yes
Client facing role?	Yes

About MSI Reproductive Choices

MSI Reproductive Choices is one of the world's leading providers of sexual and reproductive healthcare. We believe that everyone should have the right to choose. From contraception to abortion (where legal) to life-saving post-abortion care, we are committed to delivering compassionate, affordable, high-quality services for all.

Today, our organisation has over 9,000 team members working in 37 countries across the world. Our success lies in the fact that MSI teams are locally led, entrepreneurial and results-driven, and are passionate about delivering high quality, client-centred care in their own communities. As a social business, we focus on sustainable delivery, efficiency, and funding models that are built to last, so that the women and girls we serve today will have a choice in the future too.

We know that access to reproductive choice is life changing. For some, it can mean the ability to complete an education or start a career. For others, it means being able to look after the family they already have. For everyone, it means the freedom to decide their own future, creating a fairer, more equal world.

The programme

Since 2014, MSI Niger, a branch of MSI Reproductive Choices, has been a key contributor to Niger's national family planning and reproductive health response. Operating across 6 of the country's 8 regions, the programme delivers high-quality, voluntary and client-centred services, with a strong focus on expanding contraceptive access and reaching underserved populations.

Over the past five years, MSI Niger has reached more than 1.5 million women, men, adolescents and young people. In 2025 alone, the programme served over 549,000 family planning clients, generating approximately 811,000 couple-years of protection and contributing to an estimated 640 maternal deaths averted.

MSI Niger delivers services through a diversified model comprising 14 mobile outreach teams, 14 MS Ladies and a network of 221 public-sector sites, aligning with national maternal health priorities and working in close partnership with national, regional and district health authorities. The programme combines direct

service delivery with public-sector strengthening, including provider capacity building, clinical quality improvement, data strengthening and support for sustainable national ownership.

A strong focus is placed on reaching people who face the greatest barriers to care, including rural women, adolescents and young people, internally displaced people, people living with disabilities and survivors of gender-based violence. Community-based approaches, including community liaisons, community-based distribution, help address socio-cultural barriers.

These channels are complemented by MSI Niger's toll-free "488" client hotline, which provides reproductive health information and facilitates referrals to appropriate service delivery points.

The role

The Country Director, Niger, is responsible for delivering results for women and their families, driving programmatic excellence, and implementing best practice at scale in Niger. They provide high-quality services where they are needed the most, and their work directly contributes to preventing maternal deaths and making a sustainable impact on the lives of thousands of people every year. The CD is also responsible for ensuring Niger's social business model has a strong footing on both the social and business side.

The Country Director, Niger, is a key leadership position. The CD represents the organisation in Niger and is responsible for the overall strategy, management (programmatic, financial, and administrative), and development of MSI Niger's national family planning and reproductive health programmes. CD is leading skilled, professional country teams to deliver life-saving services through clinical centre, mobile outreach teams, MS Ladies, public sector support, and social marketing.

In addition, CD is responsible for preparing and executing annual budgets, marketing plans and work plans; developing new business opportunities; overseeing financial, administrative, and logistical resources; ensuring adherence to MSI minimum standards; and assuring quality operations in line with annual and long-term strategic goals and objectives. The Country Director manages results, valuing and rewarding high performance, accountability, speed and efficiency and innovation, while keeping the client at the heart of everything we do.

The Country Director is MSI Niger's senior representative in the country of assignment. Reporting to Africa Regional Office of MSI, MSI Niger is an implementing partner of the MoH, with whom MSI Niger works closely and aligns its projects and service delivery channels with national priorities, partnering at national, regional, district and facility level. They work closely with government to overcome barriers that prevent women and men from accessing safe, affordable, reliable family planning and other reproductive health services.

Job Description:

Country Director, Niger

Key Responsibilities

Leadership

- Provide inspiring leadership to create a shared vision across the team linking work of teams internally and internationally as one MSI.
- Demonstrate the values and aspirations of MSI Reproductive Choices in behaviour and ambition, driving integrity and commitment in others.
- Effectively lead and line manage the Senior Management Team (SMT) in Niger, developing both individual and team capacity, providing clear strategic direction to managers and team members and enabling them to act and develop their talents.
- Provide leadership that brings teams together around common goals, strengthens collaboration across functions and programmes, and embeds a strong culture of accountability, ensuring that SMT members, teams and individuals take ownership of their commitments, performance and results.
- Work collaboratively with the Africa Regional Support Team (RST), enabling capacity building and sharing best practice within the region.
- Drive innovation and effectiveness through the cost-efficient management of the short, medium and long-term plans; simplifying the complexity for themselves and others.
- Instill a positive MSI management culture and social business approach across the Niger team, constantly seeking feedback and continual improvement.
- Ensure legal compliance of Niger locally and in relation to MSI's obligations, representing Niger's work to the Board and management of MSI and, government and stakeholders in Niger.

Business Planning

- Ensure that the programme is equipped to work towards the goals set out in MSI's strategy 2020 – 2030.
- Ensure the programme delivers and surpasses the goals set forth in country programme annual business plans.
- Lead country programme subsequent strategic and annual business planning processes
- Plan and implement strategies for delivering sustainable growth.
- Position MSI Niger as a sector leader contributing to national strategy and goals.

Strategy & Development

- Build and maintain strong partnerships with the government, health professionals, businesses, peer agencies and the health community at large.
- Foster relationships with traditional and non-traditional donor representatives, including domestic financing stakeholders.
- Ensure the development of strong new business proposals in collaboration with the London-based Programme Design and Development (PDD) team, donor teams and the Regional Support Team
- Deliver an organisational structure that supports increasing efficiency of operations regardless of their funding modalities.
- Quality Operations through the board
- Ensure the embedding of global tools such as MSI Channel, Youth & Adolescent Success Models to improve productivity and increase effectiveness of delivery channels.
- Promote evidence-based decision making and support operational research to better understand our clients and barriers to access.
- Ensure robust systems, controls and processes are in place, such as strong compliance with

MSI's service data validation principles and minimum standards, to support operations, drive productivity and deliver results.
- Ensure clinical quality of care is always maintained; supports quality assurance processes and lead Medical Advisory Team (MAT) meetings for continuous clinical quality improvement.
- Manage risk and ensure complete donor contractual compliance at every stage of the project cycle and ensure all project management staff are trained on and follow the MSI Project Cycle Management toolkit.

Finance and Governance

Improve the bottom line and ensure sustainability of the country program through the following:
- Increased efficiency of operations and sound financial management
- Base strategic and annual business plans on accurate financial and statistical performance data
- Ensure strong financial management and robust internal controls are in place and that the programme adheres to local statutory obligations, MSI minimum standards and principles, and international development donor requirements.
- Meet governance requirements of the country programme entity, including duly registration of its activities.
- Ensure that externally funded operations and use of funds are in full compliance with donor regulations.
- Ensure compliance with key policies and procedures such as MSI anti-fraud and bribery (AFB), Quality Assurance and Safeguarding.
- Ensure the MSI Partnership Manual guidelines are observed, meeting MSI best practice and minimum standards.

Security

- Ensure the programme fully meets duty of care requirements and operates within MSI's Global Security Framework
- Ensure that team members and visitors receive full in-country briefings covering the context, risks, and security rules.

Accountability and Partnership

- Promote One MSI, encouraging cooperation and supporting learning across the partnership.
- Ensure the MSI Partnership Manual guidelines are observed, meeting MSI best practice and minimum standards.
- Actively participate in regional and international meetings of the MSI Global Partnership.

Key Skills

To perform this role, it is <u>essential</u> that you have the following skills:

- Proven experience of driving impact, quality and sustainability in programmes and improving operational standards
- Effective interpersonal skills, with the ability to lead, motivate and guide Country Programmes and teams.
- Proven ability to effectively communicate ideas, proposals, issues, and implications at senior level.
- Excellent project management skills related to organisational development projects and

international, cross-functional teams with a proven history of delivering results.
- Highly developed problem solving, diplomatic, networking and negotiation skills.
- Demonstration of 'making things happen', operating at pace and delivering effectively through others.
- High capability on change management within fast-paced environment

Key Experience

To perform this role, it is essential that you have the following experience:

- Experience of developing and successfully implementing business plans and growth strategies, with a track record of aligning resources with key priorities, keeping management teams focused on critical milestones and consistently achieving results.
- Experience of communicating a range of complex issues with the ability to convey an inspiring vision and purpose both within operations and where appropriate across other business functions.
- Experience leading, managing and mentoring teams and individuals ; able to clearly articulate strategies that support a team to deliver results
- An understanding of major policies/ issues of large bilateral/multilateral donors strong working knowledge of business practices
- An international mindset, with an understanding of, and empathy for, the development sector, together with an appreciation for cultural differences
- Experience of formulating and controlling budgets to ensure effective monitoring takes place.
- Understanding of the issues surrounding provision of reproductive health care services internationally
- A reputation for 'making things happen', operating at pace and delivering effectively through others.
- Fluent in French and capacity to communicate in English language (written and oral) is preferable for this role.

Personal Attributes

We recruit talented, dynamic people with diverse backgrounds and experiences, all united by a belief in our mission and a focus on delivering measurable results. We're proud to be an equal opportunities employer and are committed to creating a fully inclusive workplace, where everyone feels able to participate and contribute meaningfully. You must be open-minded, curious, resilient, and solutions-oriented, and be committed to promoting equality, and safeguarding the welfare of team members and clients alike.

For this role, we're looking for an individual who is:

- Energy, drive and unwavering commitment for MSI's mission, with the ability to push boundaries, and make tough decisions and challenge others in line with our mission.
- Passionate about our clients and strive to consistently meet and exceed expectations, putting the clients at the centre of everything, and ensuring we deliver high quality, high impact services that meet their individual needs.
- Highly motivated with the ability to motivate and develop the skills of the team and inspire individuals and teams through situational leadership and by providing clear direction.
- Works as part of a team, providing support and flexibility to colleagues, demonstrating fairness,

understanding and respect for all people and cultures.
- Ability to influence key stakeholders at all levels both internally and externally within the organisation. Acts as a true MSI ambassador.
- Takes accountability for the decisions made and the behaviours demonstrated.
- Aware of the emerging developments within our sector, with the ability to focus and articulate a vision of the future which inspires and excites others, while understanding the details and looking for the evidence
- Highest levels of integrity, and a strong ethical sense
- Knowledge and experience of the country and region
- Ability to travel throughout Africa and internationally to represent the cluster both internally and externally.

Our Values

Mission Driven: With unwavering commitment, we exist to empower women and men to have children by choice not chance.

Client Centered: We are dedicated to our clients and work tirelessly to deliver high-quality, high-impact services that meet their individual needs.

Accountable: We are accountable for our actions and focus on results, ensuring long-term sustainability and increasing the impact of the Partnership.

Courageous: We recruit and nurture talented, passionate, and brave people who have the courage to push boundaries, make tough decisions and challenge others in line with our mission.

Resilient: In challenging situations, we work together and support each other, adapting and learning to find solutions, whatever we're up against.

Inclusive: We believe that diversity is a strength. We all play our part in creating a culture where every team member can thrive, feel valued and contribute meaningfully to our mission, and where all our clients feel welcome and supported.

Please note that you may also be required to carry out reasonable additional ad-hoc duties, at the request of your line manager.

Please read this document in conjunction with the Person Specification for the role.

Signature

By signing below, you indicate that you have read and agree to this job description.

Full name:	
Signature:	
Date:	