



Chief Executive Officer

About Emergency Nutrition Network (ENN)

ENN's 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. ENN undertakes knowledge management, research and advocacy to support national governments, civil society, UN, donor and academic organisations. 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 is a well-established and highly respected UK-based, registered charity (founded in 1996) working to reduce undernutrition globally. ENN is governed by a Board of Trustees and has its head office in Oxfordshire, UK. ENN is financially supported by foundations and trusts, bilateral donors, international non-governmental organisations and United Nations agencies.

Why work for ENN?

This is an exciting opportunity to be ENN's first Chief Executive Officer (CEO). This is a challenging role and the impact cannot be overstated; you will have a tremendously rewarding part to play in building a better world. To date, ENN has been led by a management team of peers who have day-to-day responsibility for running the organisation. As we begin the next strategic review, the Board and Management Team believe that we are now of a size and complexity which will benefit from the leadership of a CEO role. You will have the unique opportunity to lead a group of dedicated and highly effective people to shape the future of ENN, building on the strong foundation that has been put in place.

Terms and Conditions

Hours of work: Full time or Part time considered

Type of contract: Permanent

Location: The post-holder should be prepared to spend time in the Oxfordshire Head Office. ENN's Technical Team, including the Technical Directors, are all home-based with occasional office working. The Operations Team, including the Operations and Finance Director, are largely office-based with some hybrid working

Annual leave: 25 days plus UK bank holidays increasing by one day p.a. after two complete years of service to a maximum of 27 days p.a. (pro rata)

Paid office closure days between Christmas and New Year

Pension: Auto-Enrolment to ENN scheme with a generous Employer contribution of 5%

Salary: £85,000

The above may vary if the successful candidate is based outside of the UK

Purpose of the role

The CEO will provide strategic leadership, vision and direction for ENN. This person will facilitate the development of appropriate values and culture, championing ways of working, and supporting staff to embrace our organisational journey. ENN's CEO will be the lead ambassador for the organisation, raising our profile, engaging with high level actors, and developing relationships, partnerships and collaborations. They are accountable for ensuring ENN is sustainably resourced, is operating safely, legally and accountably, and is delivering impact in line with our strategic ambitions.



Key Responsibilities

The key responsibilities include the following:

Strategy, vision and direction

- Lead the development and implementation of the Strategy for ENN.
- Work closely with the team and the Board, to articulate a clear, compelling and inspirational vision for ENN.
- Ensure that ENN has a dynamic and achievable funding strategy for sustainable growth.
- Translate vision and strategy into meaningful and implementable plans and activities, ensuring staff are engaged and work is aligned to ENN's overall vision and aims.
- Oversee ENN's programme portfolio, ensuring that it aligns to Strategy and delivers impact.
- Ensure that ENN is healthy and sustainable and operates within an agreed annual plan.
- Evaluate progress against strategic objectives, strengthening and embedding high performance and accountability.

Governance

- Ensure that ENN fulfils its legal, statutory and regulatory responsibilities.
- Build an effective working relationship with the Chair and Board of Trustees.
- Establish and maintain a clear risk framework and ensure that ENN is managed within this.
- Ensure that ENN's annual reports and accounts are prepared and submitted in a timely manner to the Board of Trustees.
- Oversee ENN's reporting, both to the Board and externally, ensuring that we are meeting, and exceeding, accountability expectations of our stakeholders.

Representation and external engagement

- Develop and maintain an overview of the external environment within which ENN operates, to anticipate and act on any trends and changes which may affect the organisation and ensure an appropriate response.
- Act as a lead ambassador for ENN, actively raising ENN's profile, growing our network and developing new and fruitful relationships, partnerships and collaborations which align to our Strategic ambitions.
- Build relationships with decision-makers, the media and senior political stakeholders in order to advance ENN's aims.
- Represent ENN at external events, in the media and at other publicity opportunities.
- Ensure ENN's communications and brand are effective, impactful and aligned to vision and strategy.

People, values and culture

- Lead and inspire ENN's team, supporting and empowering staff to be the best they can be and creating a culture which thrives, innovates and delivers high quality.
- Develop and embed clear ENN values and ensure that all staff and associates understand them, embrace them, and are focused on achieving our vision and aims.
- Support and enable ENN's rich technical diversity, encouraging debate and discourse and facilitating towards consensus.
- Lead the ENN Management Team, ensuring they are engaged, supported, delivering and accountable.
- Ensure that ENN has agreed, embedded, up to date and fit-for-purpose policies in all areas of organisational concern, including human resources, finance, safety and security and safeguarding.
- Oversee, monitor and report on key indicators of the organisation's impact and financial health, embedding a culture of continuous improvement and high performance.
- Ensure mechanisms for listening to, and acting on, the views of stakeholders and beneficiaries on ENN's performance.
- Champion ENN's commitment to creating and maintaining an engaged workforce and one which truly embraces diversity and inclusion.



Person Specification

Essential requirements

- Demonstrable leadership skills within the international nutrition, health or food systems sector and a proven ability to motivate and support a team through a facilitative approach, personal drive and energy.
- Excellent interpersonal skills; an active listener with proven ability to build positive relationships with a wide variety of people, staff, donors, sectoral decision-makers and communities.
- Experience of communications at the highest level to achieve positive outcomes through advocacy with donors, influencing decision-makers, and engaging opinion formers.
- Demonstrable experience of managing human and financial resources in a complex and dynamic framework and the acumen to maximise opportunities within a sector where resources and talent are not easily secured or sustained.
- Experience in the design and development of strategy and vision, able to learn from and adapt to changing circumstances, and to translate strategy into meaningful action.
- Awareness of current issues, challenges and trends in the international nutrition sector and the broader humanitarian sector.
- Experience leading change in an organisation, and in developing values and culture.
- A confident and engaging communicator, comfortable articulating vision, strategy and technical positions, adaptive to a wide range of stakeholders.
- Proven ability to learn from and adapt to changing circumstances.
- Excellent personal and professional integrity, a credible and authentic leader. Strong cross-cultural awareness, demonstrable commitment to diversity and inclusion.
- Currently a well networked member of the international humanitarian and development community.

Desirable requirements

- Post graduate level qualification in a relevant area would be an advantage.
- Field experience within a range of contexts in the humanitarian and development sector.
- Knowledge and experience of the legal and regulatory framework for charitable organisations in the UK.
- Experience in managing teams remotely.
- Experience in contributing to the development of organisational brand.
- Experience in securing / sustaining organisational funding.
- Experience of operational management.
- French speaker or another international working language would be an advantage.

Reporting Lines

Reports to: The CEO will report to the Chair of the Board of Trustees

Direct Reports: currently 4 Directors (3 Technical Directors and the Operations & Finance Director), potentially other Senior roles

ENN is committed to equality and diversity throughout our organisation and further expects all employees to comply with its codes of conduct, safeguarding policies and high ethical and professional standards.