



Deputy Director of Programs

Description

About Miraclefeet

MiracleFeet is leading the way to address one of the largest causes of physical disability in the world. Along with discrimination, children with disabilities often face neglect, poverty, and abuse. MiracleFeet is building a global movement to ensure every child born with clubfoot can access life-changing treatment. Clubfoot knows no boundaries—more than five million children live with the pain and stigma of untreated clubfoot globally.

The passionate team at MiracleFeet brings high-quality, low-cost solutions to communities in 30 countries where the need is most urgent. They partner with local health systems to deliver the simple treatment that results in full correction of clubfoot and enables lifelong mobility, independence, and opportunity. MiracleFeet's proven, scalable model is supported by a suite of custom tools co-developed with corporate and academic leaders such as Stanford, Clarks Shoes, Google.org, Dimagi, and Suncast. To date, MiracleFeet has delivered quality clubfoot treatment to more than 70,000 children in 275 clinics across Africa, Latin America and Asia—a number that grows by more than 1,000 each month. Treatment of clubfoot achieves much more than improved mobility; it creates a bridge to vital healthcare access and a lifetime of dignity and economic productivity for children and their families.

About the Role

Ending untreated clubfoot is one of the very few global health problems that can be solved in our lifetimes. Reporting to the Director of Programs, the Deputy Director of Programs will be second in command of the programs team and fill in as Interim Director when needed. They will play a key role in leading MiracleFeet's new country expansion initiatives, advancing MiracleFeet's broad clubfoot treatment agenda globally. The Deputy Director of Programs will serve as the programmatic contact responsible for providing organizational support in the design, implementation and operational improvements of the Technical Team's efforts in enhancing treatment quality.

This is an amazing opportunity for a transformative leader and seasoned manager with significant experience working with international partner organizations who flourishes in a fast-paced environment. The Deputy Director of Programs role is ideal for a multilingual leader with proven experience implementing development programs (ideally in global health) in different cultural settings and contexts. They should be capable of mentoring staff and managing change in addition to project managing multiple initiatives simultaneously.

Duties and Responsibilities

Program Management and Development

- Manage any regional portfolio in the absence of the Program Manager as needed or assigned by the Director.
- Creatively lead MiracleFeet's new country expansion initiatives by providing strategic direction to explore prospective countries and increase coverage while scanning the horizon for new opportunities in countries where MiracleFeet is not formally present, in line with MiracleFeet's long-term strategic plan.
- Disseminate, implement, and enforce organizational program standards, policies, and procedures, including guiding regional program staff in strengthening relationships with partners.
- Coordinate with department leads to ensure work is supported appropriately by assigned teams and work plans are aligned with identified outcomes and measurements.
- Work with regional teams to establish organizational goals and track performance-supporting goals through follow-up and troubleshooting as needed. Foster inclusive planning processes and facilitate effective teamwork across the Programs Team.
- Manage and track the Programs' five-year organizational budget with the Director of Programs and collaborate with the Technical team for all training programs proposed and prepared by Program Managers.
- Support the Director of Programs in providing strategic direction on priority programs and initiatives, and develop and execute strategies to meet ongoing annual operating plans.
- Plan and guide major program or project activities that require cross-department collaboration, such as recommending initiatives in response to clubfoot situations and aligned with Global Clubfoot Initiative's RunFree 2030 strategy and policy agenda.
- Assist with HR issues resolution as needed and participate in Programs hiring processes.

- Promote and operationalize MiracleFeet's values, including equity, diversity, belonging, and inclusion, among the programs team.

Knowledge Management and Thought Leadership

- Collaborate with other members of the Programs Team to develop and implement best practices in public health and clubfoot management, including parent education, outreach, and advocacy.
- Under the guidance of the Director of Programs and in collaboration with the Programs Team, develop, refine, and implement MiracleFeet's organizational priorities and strategic approaches.
- Stay current on trends and issues in global health and international development that impact Miraclefeet's work.
- Promote global learning among partners and clubfoot champions.
- Work collaboratively in creating cross-program projects, such as developing conference presentations, fundraising, and support for general program initiatives.
- Coordinate to prepare regular program updates for Board meetings, staff meetings, annual reports, website updates, and other forms of MiracleFeet communication.

Skills and Experience

- Strong background in program management and implementation across different continents, working with communities globally using participatory approaches.
- Experience in partner capacity strengthening and mentoring, with the ability to understand and manage the power differential in the funder-partner relationship.
- Passion for MiracleFeet's mission, a strong dedication to partners and stakeholders, and an ability to maintain excellent partner relations with humility and respect, with experience building their capacity while
- A thoughtful leader who values and actively works to foster an equitable and inclusive experience for everyone in their work, who is committed to advancing racial equity and respect for differences of race, ethnicity, age, gender, sexual orientation, gender identity, religion, ability, and socio-economic circumstances.
- Strong oral, written, and interpersonal communication skills. Proficiency in English is required, and French, Spanish, Portuguese, or Arabic proficiency is preferred.
- Experience managing diverse teams remotely across time zones and countries
- Ability to analyze and interpret program data to drive decision-making and share that information with multiple audiences.
- Ability to travel approximately 30% of the time.

MiracleFeet's Team: Culture and Benefits

Join MiracleFeet's movement, where they work toward a world where all children born with clubfoot can realize their rights to quality treatment. MiracleFeet is in it to end it! Their global team comprises global health professionals, social entrepreneurs, project managers, data nerds, innovators, and activists. In accordance with their values, they strive to create a collaborative, collegial, and respectful environment to ensure all staff feel valued, included, and appreciated. In all facets of MiracleFeet's work, they celebrate creative thinking and problem-solving.

This is a full-time, remote position. The post-holder will need to hold regular standing meetings with team members across Asia, Africa, and Latin America and travel regularly to these regions.

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