



Vice President for Programs

Remote, USA

About Vitamin Angels

Vitamin Angels strives for a world where every mother has a healthy pregnancy, and every child gets an equal chance at a healthy life. Today, more than 3 billion people worldwide – largely in low-resource settings – experience some form of malnutrition. Vitamin Angels strengthens, extends, and amplifies the impact of in-country partners, including governments, working to reduce this inequity by reaching the most nutritionally vulnerable populations who are underserved by existing systems: pregnant women, infants, and young children.

When it comes to health and nutrition, local and national leaders understand the context-specific needs of the communities they serve and can leverage our technical support and resources to help their programs reach the people who are most at-risk with the right solutions. At Vitamin Angels, we work directly with over 1,200 local organizations, including governments, to reach more than 70 million women and children in 65 countries annually with a focus on the time between a woman's pregnancy and a child's fifth birthday. The vital first 1,000 days window – from pregnancy through age two – is particularly critical to increasing child survival, improving growth and development, and ensuring positive health outcomes for the mother.

Together with our partners, we assess the evidence and help determine how to close gaps in availability and access to essential nutrition services – and to increase their quality and potential for impact. As a result of our efforts, existing institutions can extend health and nutrition services further than ever before. And when women and children have access to quality services and the support they need to incorporate good nutrition into their lives, families do better: gaps in educational attainment shrink, incomes grow, and new opportunities emerge.

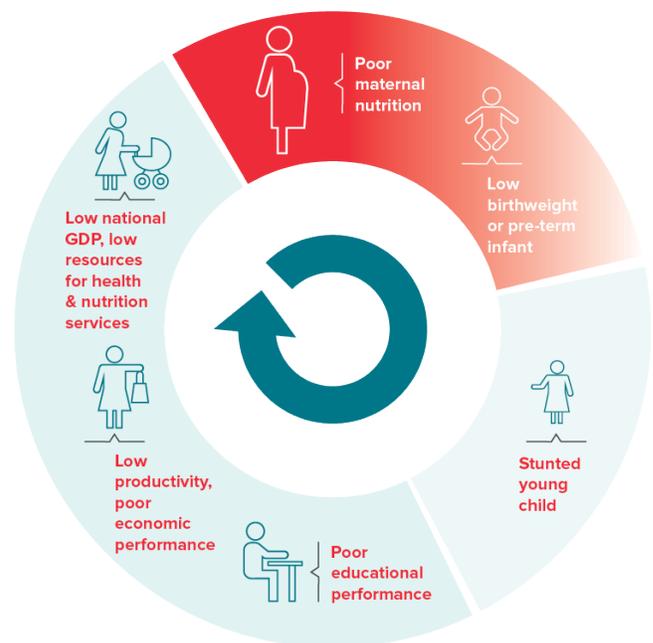
Proven nutrition interventions have the power to help break the intergenerational cycle of poverty, poor health, and adverse well-being. By helping to extend these interventions to the people who are most at-risk, Vitamin Angels helps entire communities grow stronger for generations to come.

NUTRITIONALLY VULNERABLE

Pregnant women and children up to age 5 – especially during the first 1,000 days (pregnancy through age 2)

UNDERSERVED

In low and low-middle income countries only **17% percent of mothers and children** in the poorest households received basic maternal and child health interventions, compared to 74% of the wealthiest households.



What We Do

Vitamin Angels strengthens, extends, and amplifies the impact of partners, including governments, NGOs, academic institutions, and private sector organizations working to reach the most nutritionally vulnerable groups – pregnant women, infants, and young children – that are underserved by existing systems. We provide resources and technical assistance, use an implementation science framework to plan, implement, monitor, and evaluate existing programs, and support advocacy efforts to create an enabling environment for optimal nutrition outcomes.

In close collaboration with our partners, we work to:

- **Deliver an evidence-based package of nutrition solutions that focuses on pregnancy through five years of age.**

Pregnancy through 5 years

Critical first 1,000 days – from pregnancy through 2 years*

DURING PREGNANCY,
we provide access to multiple micronutrient supplements (MMS) and promote diet quality.

FOLLOWING BIRTH,
we implement behavior change strategies to support early initiation of breastfeeding, exclusive breastfeeding for the first six months, and feeding nutrient-rich complementary foods, along with continued breastfeeding from 6-23 months of age.

IN EARLY CHILDHOOD,
we provide access to Vitamin A Supplementation (VAS) + Deworming.

- **Provide technical assistance to expand and strengthen evidence-based nutrition services provided by our local and national program partners.**
- **Support advocacy efforts to create an enabling environment for optimal nutrition outcomes.**

Vitamin Angels is scaling up dedicated programming supporting optimal nutrition behaviors during the **critical first 1,000 days – from pregnancy through two years** – when maternal, infant, and young child nutrition is vital to increasing child survival, improving growth and development, and ensuring positive health outcomes for the mother.

The Opportunity

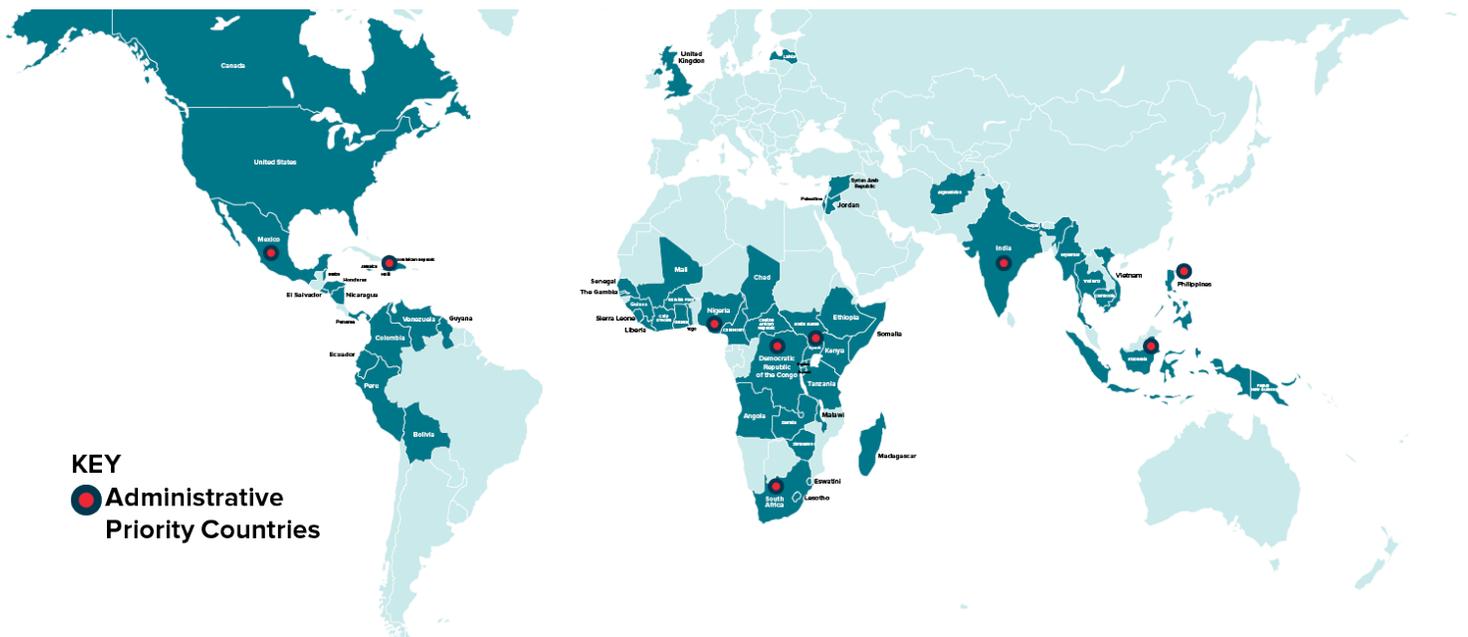
The role of the Vice President for Programs is to provide leadership and mentorship to the Program Division and to inform the structural and functional management (with an internal and external view) of the Program Division and VA's global operations.

The major duties of the VP for Programs are:

- ❖ Provide leadership to the Program Division and Vitamin Angels at-large to strengthen its function as a global, public health non-profit focused on nutrition. Vitamin Angels operate in four divisions: Programs, Development, Marketing, and Corporate Services. The Program Division is comprised of global teams in 9 priority countries and a US-based support team that coordinates and supports VA's Implementation Science, Technical Support (Monitoring and Evaluation and Learning Solutions), Program Operations, Donor/ESG Engagement, and Supply Chain efforts.
- ❖ Influence and motivate the VA Strategic Leadership Team and Program Division, focusing on performance related to key operational objectives and priorities as they apply to both the short- and long-term strategic objectives of the organization.
- ❖ Oversee the formulation and execution of the Program Division's annual operational plan and regional and country objectives and activities, which are informed by the three-year strategic plan.
- ❖ Maintain a vision for designing and executing a global operating structure in coordination with the SVP of Operations.
- ❖ Foster the continuous growth, performance, and professional development of the Program Division through the development of collective leadership responsibilities that blend high expectations with leadership accountability and support.
- ❖ Develop leadership within the Program Division that enables effective and efficient communication, builds team cohesion and work streams, and can effectively communicate the Division's progress and goals to VA's cross-divisional leadership teams and Strategic Leadership Team.

The Opportunity (Continued)

- ❖ Develop the culture and dynamics of the Program Division team through regular communication and activities that build team effectiveness and cohesion across geographies. Actively promote inclusion and equitable practices within the Program Division.
- ❖ Represent and build leadership within the Program Division that can accurately and effectively represent the work of the Vitamin Angels within the broader nutrition community.
- ❖ Plan for measured growth within the Program Division and synchronize growth in coordination with other divisions (e.g. Development and Marketing) of VA.
- ❖ Apply expertise in all aspects of Program Division technical operations and exemplify superior leadership qualities while working to promote, exemplify and further the mission, values, and culture of VA.
- ❖ Travel as needed (15% of the time).
- ❖ Establish their own daily work priorities and ensure that all responsibilities are conducted consistent with accepted best practices, sound professional judgment, and within the established schedule and budget.



The Candidate

Education, Skills, and Experience

- ❖ Master's degree in Public Health, Nutrition Science, Non-Profit Management, or related discipline from an accredited university required. Doctoral degree (e.g., Ph.D. or Doctor of Nutritional Science, Public Health, or related discipline) plus 3-5 years of relevant experience in navigating significant periods of growth and change for an international non-profit organization preferred.
- ❖ 5-10 years of significant experience and a strong record of leading and managing a diverse team in a senior program leadership position with an international non-profit organization. Experience in the for-profit sector preferred.
- ❖ Demonstrated commitment to health equity.
- ❖ Record of developing and implementing growth-oriented operational strategies.
- ❖ Experience leading organizational development and guiding complex international planning, including the ability to set priorities and guide investments in people and systems for a global organization.
- ❖ Knowledge of and comfort with multi-channel revenue generation, drawing from a wide array of corporate and institutional giving sources.
- ❖ Strong verbal and written communication skills, including the ability to adapt communication style to different audiences to inspire trust in people from diverse backgrounds, effective facilitation skills, and strong active listener.
- ❖ Record of leading effective teams and providing thoughtful and diplomatic mentoring.
- ❖ Computer literacy and the ability to lead online meetings.
- ❖ Knowledge of essential financial planning, budgeting, and information systems.
- ❖ Superior interpersonal and interdepartmental skills, being able to negotiate, isolate, and solve problems with a positive focus.
- ❖ Superior organizational skills.
- ❖ Ability to thrive in a fast-paced environment and manage a busy schedule, including local travel, working in a shared office space, and navigating interpersonal relationships with colleagues and direct reports.
- ❖ Ability to remain seated for extended periods of time, including but not limited to, prolonged air travel and general job assignments performed at a desk.
- ❖ Flexibility to take meetings outside of regular business hours.
- ❖ Fluency in a second language preferred.



Applications should be submitted at:
<https://waterstonehc.com/driwaterstonehc/position/va-vp-for-programs>

All first-round interviews for this position will take place via video conference with DRiWaterstone.

DRiWaterstone is an executive search firm that recruits senior leaders for non-profit and social enterprise organizations.

Vitamin Angels provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.