

JOB DESCRIPTION	
Position Title	Director Program
Department/ Function	Program
Location	Delhi
Travel	Up to 40%
Direct Reporting to	Regional Director & CEO
Direct Reports	Associate Director Program North & South, PMU (Lead Product Manager +Youth Programme Lead+ PSS Lead)
Who should apply	<p>Experienced leaders with At least 18+ years of relevant experience, including 12+ years in senior management roles., in the child protection or social impact space with a strong track record in scaling programmes with quality, working with governments, and leading multi-location teams. Ideal candidates bring a balance of systems thinking and on-ground implementation experience, with a deep commitment to family-based care and child protection.</p> <p>Willingness to commit long term to the organisation</p>
About: Miracle Foundation India	
<p>Miracle Foundation is a 25-year-old organization with a vision “to ensure a family for every child in our lifetime.” We work for children living in vulnerable situations and in Child Care Institutions with a specific focus on 5 well-being domains (strengthening family and social relationships, health, education, living conditions, and household economy). Since the year 2000, we have been positively impacting children and families across 10 states in India, namely Maharashtra, Bihar, Jharkhand, Gujarat, Tamil Nadu, Tripura, Madhya Pradesh, Kerala, Karnataka and Telangana. We work in alignment with Mission Vatsalya focusing on family strengthening and family-based alternative care. We collaborate with the state governments and build the capacities of the social workforce on alternatives to institutional care, reaching into communities to identify and strengthen vulnerable families long before the child separates.</p> <p>In order to achieve its mission, Miracle Foundation India focuses on the following program objectives:</p> <ol style="list-style-type: none"> Prevention –children stay in families through effective gatekeeping by the social workforce Transition to families – transition children from institutions to families/ family-based alternative care through support to Governments <p>Miracle Foundation India is a Section 25 NGO which is responsible for executing all programs in India and is associated with Miracle Foundation global organization which is registered in the US as a 501(c)(3) non-profit.</p>	
Key Purpose of the Role	
<p>The Program Director provides strategic leadership, oversight, and accountability for program design, execution, and impact across India. The role ensures program is aligned to organisational priorities and standards, delivers high-quality outcomes, and nurtures strategic partnerships with governments, donors, and sector actors.</p> <p>This position should demonstrate proven experience in scaling programs at regional or national level, possess a strong ground-level understanding enabling effective program implementation, and have a track record of successfully managing teams working across different locations. These capabilities are essential for delivering innovative results and sustaining long-term program impact.</p> <p>Core Leadership Responsibilities:</p> <ul style="list-style-type: none"> Lead programme strategy, design, and implementation. Accountable to ensure consistent programme quality in line with organisational standards Ensure programme goals, frameworks, and interventions are aligned with organisational priorities and national child protection policies. Provide oversight to Associate Directors and direct reports, ensuring consistent delivery across zones, across all 5 well-being domains with children, young people and families. Champion evidence-based approaches by embedding robust monitoring, evaluation, and learning (MEL) systems. Promote cross-functional collaboration to integrate programmes with Program Design & Development, Government Partnership & Strategic Alliances, Coms, fundraising, MEL, and finance. Ensure compliance with child safeguarding and PSEAH policies. Represent Miracle Foundation in high-level government and policy engagements. Promote cross-functional collaboration to integrate programmes with Program Design & Development, 	

Leadership Development and Program Scaling:

- Develop and mentor second-line leaders to build a resilient leadership pipeline and ensure consistent program quality across all locations.
- Drive program scaling by prioritizing key initiatives, optimizing resource allocation, and addressing on-ground challenges promptly.
- Establish and refine systems that support effective and timely program implementation at scale.
- Foster a culture of accountability, continuous learning, and innovation within teams and leadership tiers.
- Oversee and support the operational effectiveness of distributed teams through empowered second-line leaders

Key Roles & Responsibilities

1. Programme Strategy and Alignment

- Lead the development of national and state-specific programme strategies aligned with Miracle Foundation's mission, organisational priorities, and India's child protection frameworks (including Mission Vatsalya).
- Ensure all programmes are rooted in child- and family-centred approaches, with a clear focus on prevention, reintegration, and kinship care.
- Regularly review and adapt programme design and approaches based on sector trends, evidence, and government priorities.

2. Programme Quality and Delivery Oversight

- Ensure consistent, high-quality programme implementation across zones through strong oversight, systems, and leadership mentoring.
- Build and strengthen internal systems and processes to ensure programme quality, accountability, and adaptive learning.
- Ensure timely and structured feedback from the field is shared with the PDD team to inform the design and development of evidence-based programs, ensuring alignment with organizational strategy, government priorities, and community needs, while integrating learnings from field implementation.
- Ensure adherence to programmatic frameworks, timelines, outcomes, and donor deliverables.
- Champion the use of data and evidence by embedding robust monitoring, evaluation, and learning (MEL) practices across the programme lifecycle.
- Lead documentation of programme outcomes and learning for internal use, donor reporting, and external sharing.

3. Strategic Partnerships and Government Engagement

- Strengthen and lead strategic partnerships with government stakeholders at state and national levels to embed Miracle's tools, frameworks, and models into public systems.
- Represent Miracle Foundation in sector networks and high-level policy forums to influence systems toward family-based care.
- Promote collaborative action with key implementation partners, NGOs, INGOs, and thematic experts to scale impact.

4. Donor Engagement and Resource Mobilization

- Ensure timely, high-quality programme reports, stories of impact, and learning outputs for donors and stakeholders.
- Provide strategic and technical inputs for funding proposals and new initiatives in collaboration with the Resource Mobilization team.
- Lead program-related donor engagement, field visits, and partnership reviews, ensuring alignment between donor priorities and programme outcomes.
- Maintain programme compliance with donor expectations and resolve risks or challenges proactively.

5. Financial and Operational Accountability

- Oversee programme budgets with a strong focus on cost-effectiveness, outcome orientation, and compliance with statutory and donor requirements.
- Work closely with the Finance team to ensure timely audits, budget utilisation tracking, and corrective actions where needed.
- Ensure programme operations are streamlined, responsive, and effectively resourced.

6. Team Leadership and Capability Building

- Lead and mentor Associate Directors, direct team leads and zonal teams to deliver with excellence across all geographies.
- Invest in second-line leadership to build a strong, future-ready team that can operate with autonomy and accountability.
- Drive a culture of continuous learning, collaboration, and innovation across programme teams.
- Identify skill gaps and ensure structured capacity-building, coaching, and exposure opportunities for all programme staff.
- Create a high-trust environment that fosters shared ownership and collective problem-solving

Education & Experience Required

Education	Experience, Preferred Skills & Core Competencies
<ul style="list-style-type: none"> Postgraduate degree in Development Studies, Social Sciences, or related field from a reputed institution. 	<ul style="list-style-type: none"> At least 18+ years of relevant experience, including 12+ years in senior management roles. Proven expertise in programme strategy, execution, and quality assurance. Strong experience in donor engagement and strategic relationship management. Demonstrated ability to build partnerships with government and sector actors. Deep understanding of India's child protection ecosystem and family strengthening approaches.

Safeguarding & Ethical Conduct

Child Safeguarding Policy: Any employee, consultant, contractor or the supplier undertaking an activity on behalf of Miracle Foundation India must sign and comply with the Miracle Foundation's India Child Safeguarding Policy which is a statement of Miracle Foundation's India commitment to preventing abuse and protecting children with whom it comes into contact.

This extends not only to children with whom Miracle Foundation India and its partners work directly with, but also includes children whom staff are responsible for. Miracle Foundation India believes that the situation of children must be improved through the promotion of their rights supported and demonstrated by all members of staff. Miracle Foundation's India Code of Conduct sets out the standards to which all staff members must adhere.

PSEAH (Policy on Prevention of Sexual Exploitation, Abuse and Harassment): Any individual associated with Miracle Foundation India, including employees, consultants, interns, volunteers, contractors, and suppliers engaged in activities on behalf of the organization, is required to sign and adhere to the Prevention of Sexual Exploitation, Abuse, and Harassment Policy (PSEAH). This policy mirrors Miracle Foundation India's unwavering commitment to preventing any form of exploitation, abuse, or harassment and ensuring the safety and well-being of all individuals with whom the organization interacts.

This commitment extends beyond direct beneficiaries to encompass anyone for whom Miracle Foundation India and its partners assume responsibility. Upholding the belief that the circumstances of individuals, especially vulnerable populations such as children, must be enhanced through the promotion of their rights, Miracle Foundation India mandates compliance with the Prevention of Sexual Exploitation, Abuse, and Harassment Policy as an integral component of its overarching Code of Conduct. The Code of Conduct establishes the ethical standards and behavioural expectations to which every staff member must strictly adhere, thereby fostering a secure and respectful environment for all.

Ethics & Integrity: Ethics and integrity are core to our organizational culture and are embedded in our daily operations, decision-making, and annual performance evaluations.

Background Verification: Please note that background and reference checks are standard procedures in our hiring process.

Data Privacy: By submitting your application and resume, you acknowledge and consent to the collection and processing of your personal data solely for recruitment purposes, in accordance with the provisions of the Digital Personal Data Protection Act, 2023

Diversity & Inclusion: We are an equal opportunity employer and are committed to building a diverse and inclusive workplace. Individuals of all genders, backgrounds, abilities, and identities are encouraged to apply.

Application Process

Interested candidates can submit their resume and a brief cover letter outlining motivation and suitability for the role to hr@miraclefoundation.org.

For more information about our work and impact, please visit our website <https://miraclefoundationindia.in/>