

JOB DESCRIPTION	
Position Title	Director Program
Department/ Function	Program
Location	Delhi
Travel	Up to 40%
Direct Reporting to	Regional Director & CEO
Direct Reports	Associate Directors (North & East, West, South), Technology, Curriculum & Training, and the Youth Programme all report into this role.
Who should apply	Experienced leaders with At least 15+ years of relevant experience, including 5 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. Willingness to commit long term to the organisation
About: Miracle Foundation India	
Miracle Foundation India is committed to ensuring that every child grows up in a safe, stable and loving family. We work across ten states, together with government systems, the social workforce and community organizations to prevent unnecessary separation, strengthen vulnerable families and promote Family-Based Alternative Care for children who cannot remain with their biological families. Our mission is rooted in a simple belief: children thrive when families are supported. Our approach focuses on building the capacity of the social workforce, strengthening public systems and ensuring that responses to children and families are timely, coordinated and grounded in real needs. We remain committed to collaboration, learning and partnership so that every child has the opportunity to grow up in a family.	
Key Purpose of the Role	
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. Run the programme • Own programme quality and delivery across all 10 states and more as they emerge • Set standards, build systems, and hold the team to them. Then fix what breaks. • Be accountable to design and execute high quality programmes, foresee and manage risks, and respond to crises as they emerge with proactivity . • Develop Curriculum & Training Design and oversee development that feeds field insights back into what actually works. • Ensure ThriveWell is actually being used well to make child centric decisions by the social workers Work with the Tech function to close the gap between tool and practice. Lead the people • Manage all direct reports across functions and geographies. Coach them to lead, not just deliver. • Build the second line. • Have the conversations about performance, capacity, and accountability • Collaborate : Kill silos. We have a "one organisation, one lens" aspiration. Make it real at programme level.	

- Respond to crisis with empathy and transparency
- Demonstrate leadership for the organisation

Connect the organisation

- Partner with GPSA (government partnerships) and MEL on programme design and evidence.
- Give Resource Mobilisation what they need for proposals , real numbers, real stories, real analysis.
- Show up at donor reviews and government forums as someone who knows the work, not just the deck.

Build for scale

- Design and own the minimum quality standards across all programme locations
- Identify structural gaps — staffing, systems, government readiness — and fix them before they become crises.
- Create cross-state learning systems

Who Are We Looking For?

- Someone who finds operations genuinely satisfying.
- A fast learner who changes their mind when the evidence changes.
- Passionate about child protection and family-based care — not as a cause to defend, but as a problem to solve.
- Comfortable being in the field one week and a boardroom the next.
- The kind of leader who makes teams feel clear and supported, not managed.
- Someone who reads a field report and notices what is missing, not just what is there.
- Energised by complexity. Grounded by detail.

This role is NOT for you if

- You prefer setting strategy over tracking its execution.
- You find government engagement tedious rather than energising.
- You need your team to come to you rather than you going to them.
- You are looking for a role where the systems are already built.
- Your best work happens behind a screen.

What's in it for you

- Shape the programme architecture of an organisation at a genuine inflection point.
- Direct access to the India CEO and board — your voice will land.
- A team that is passionate, capable, and wants to be led well.
- Competitive salary for the senior development sector, benchmarked honestly.
- The satisfaction of seeing children go home to families. That one is real.

Education & Experience Required

Education	Experience, Preferred Skills & Core Competencies
o Postgraduate degree in Development Studies, Social Sciences, or related field from a reputed institution.	- o At least 15+ years of relevant experience, including 5 years in senior management roles. - o Deep Knowledge of child protection, family strengthening, or social protection systems in India. - o Proven track record managing geographically dispersed, multi-level teams. - o Experience with government engagement at state or national level — not just representation, but relationship. - o Postgraduate in Social Work, Development Studies, Public Policy, or related field. - o Fluent in English. Proficiency in Hindi and at least one programme state language strongly preferred.

Safeguarding & Ethical Conduct

Child Safeguarding & PSEAH: Miracle Foundation India is committed to safeguarding children and preventing all forms of sexual exploitation, abuse, and harassment (PSEAH). All employees, consultants, interns, volunteers, contractors, and suppliers engaged with the organization are required to sign and comply with our Child Safeguarding Policy, PSEAH Policy, and Code of Conduct. These policies reflect our commitment to creating a safe, respectful, and ethical environment for children, communities, colleagues, and all individuals we work with.

Ethics & Integrity: Ethics, integrity, and accountability are fundamental to our organizational culture and guide our daily operations, decision-making, and performance expectations.

Background Verification: Employment is subject to satisfactory background and reference verification.

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

Diversity & Inclusion: Miracle Foundation India is an equal opportunity employer committed to fostering a diverse and inclusive workplace. We encourage applications from individuals of all genders, backgrounds, abilities, and identities.

Application Process

Join Our Mission

At Miracle Foundation India, we believe that our people are at the heart of creating lasting impact for children and families. If you are passionate about making a difference and are committed to our values of integrity, collaboration, and excellence, we encourage you to apply and become part of our mission to ensure every child grows up in a safe and nurturing family.

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

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