

## **Deputy Country Director – DKT International / Janani**

**Location: Patna, Bihar, India**

DKT International seeks a Deputy Country Director for operations in India.

Janani is a social enterprise of DKT International, a US-based social marketing organisation working in 100 countries worldwide. Janani was established in 1996 and today is one of the largest social marketing organisations in India, providing a range of contraceptives and safe abortion products across 18 States. Janani also provides contraceptive and safe abortion counselling and clinical services through its own and government healthcare facilities in Bihar, Uttar Pradesh and Jharkhand. Janani's mission is to empower couples to take control of their fertility so that every child is wanted. We achieve this by providing access to high-quality affordable reproductive health products, services and information.

The case of growth at Janani is significant. Opportunities and responsibilities will focus on 1) building distribution of fast-moving consumer good with an existing portfolio of products, 2) driving demand for product uptake through brand development and innovative, sex-positive marketing, 3) overseeing clinical service delivery, and 4) increasing the capacity and skills of health providers to better deliver care and services.

While DKT International is a non-for-profit social enterprise, a key objective is to build sustainability through cost-recovery, product cross-segmentation, and the use of business-minded practices and approaches. Janani is funded through a blend of donor support and sales revenues as well as from DKT International's parent company in the USA.

Janani is looking for a Deputy Country Director to work with the Country Director and senior management team to provide overall leadership and strategic direction to the Janani team, driving performance and ensuring Janani's growth is in line with its mission, values and long-term objectives.

### **Job summary:**

Reporting to the Country Director, the Deputy Country Director will be responsible for operational oversight of Janani's social marketing and clinical performance, ensuring that strategy is clearly communicated, that implementation of business plans are on course, and that targets are achieved.

### **Management responsibilities:**

- Together with the Country Director and other senior managers, develop and implement business plans in line with Janani's mission and vision
- Facilitate active communication between teams ensuring teams are aligned on objectives and key performance indicators
- Monitor sales and clinic performance ensuring results are on track and work with team leads to address any shortfalls
- Ensure teams are monitoring markets, responding to competition through tactical marketing and seizing opportunities as they arise
- Work with support teams (finance, marketing, HR etc) to ensure sales and clinic teams have the financial, promotional and people resources they require to achieve their objectives

- Lead the procurement team to ensure supply chains run smoothly, that forecasts are maintained and orders placed on time, that COGs are minimized and that product quality assurance protocol is always observed
- Ensure that sales and clinic management information systems operate smoothly and that decision-making is evidence based
- Ensure that donor projects are implemented on time and to budget in line with grant contracts. Oversee donor reporting
- Ensure teams are trained, motivated and incentivized to perform at their best
- Represent the organization at government and donor meetings and always be an advocate for the organisation and its mission
- Any other duties reasonably requested by the Country Director

### **Qualifications:**

- A minimum of 8 years of experience in a senior management role for a mid-sized business (sales or marketing background preferred)
- A strong track-record of leading successful multi-disciplinary teams
- Demonstrated entrepreneurial experience in marketing and sales or social marketing programs. Experience in creating high-quality teams and/or successfully scaling a business, nonprofit or social initiative is a plus.
- College degree, preferably in business management / health management / marketing.
- Networking skills: demonstrated ability to network and liaise with local nationals, donors, NGOs, government entities, business professionals.
- Conversant in issues of international public health (especially reproductive health).
- Excellent verbal and written communication skills and the ability to get the best from people
- Strong planning and organisational skills
- The ability to work at a big-picture level while maintaining excellent attention to detail
- To be based in Patna, Bihar with frequent travel within India
- Understanding of and appreciation for working in low-resource settings with weak rule of law, poor commercial infrastructures, and developing commercial practices.
- Oral and written English skills required
- Previous experience in a developing country
- Willingness to be posted to other DKT offices at some point in the future

The candidate must share DKTs enthusiasm for providing and promoting contraceptives in developing countries and should enjoy and be comfortable with all aspects of family planning and reproductive health, including abortion. The ideal candidate may be transferred from one assignment to another country after four to five years.

This position requires a person who is accustomed to and enjoys working largely on his/her own with modest supervision, a person who likes to manage programs and be accountable for the results. Should have strong time management, organizational, and relationship-building skills. Candidates should be results oriented, success-driven, self-motivated, problem solving, comfortable with risk-taking, impatient with bureaucracy. A very strong sense of ethics, honesty, and integrity are assumed.

### **Company Description**

Since 1989, the nonprofit organization DKT International has been promoting contraception,

condoms, and safe abortion products, services, and technology. We are one of the largest such organizations in the world with impact in more than 100 countries. Our core values include 1) treat people the right way, 2) entrepreneurialism, 3) results-oriented, 4) anti-bureaucratic, 5 deep trust, and 6) fun.

For more information, visit [www.dktinternational.org](http://www.dktinternational.org)

Please submit your letter of interest, CV, and reference to [recruitment@janani.org](mailto:recruitment@janani.org) with "Deputy Country Director" in the Subject line