

About Sunaulo Parivar Nepal (SPN)

Sunaulo Parivar Nepal (SPN) is a leading organization dedicated to providing high-quality information and safe abortion and sexual and reproductive health (SRH) services through a range of accessible service delivery channels. As a results-oriented social enterprise, SPN is committed to improving the health and well-being of women, girls and communities across Nepal.

In partnership with MSI Reproductive Choices, we design and implement efficient, effective, and sustainable family planning programs that respond to the needs of diverse populations. Our approach combines evidence-based practices, community engagement, and innovative sustainable service delivery models to ensure that every individual has the knowledge and access to information necessary to make informed choices about their reproductive health.

Through our continuous efforts, SPN strives to expand access, ensure quality, and promote rights-based SRH services nationwide.

Purpose:

The Executive Director is responsible for delivering results for women and their families, driving commercial and programmatic excellence and implementing best practice at scale. They provide high quality services where they are needed the most, and their work directly contributes to preventing maternal deaths and making a sustainable impact on the lives of thousands of people every year. The Executive Director is a key leadership position responsible for the overall business strategy and management (programmatic, financial, and administrative). They lead skilled, professional country teams to deliver life-saving services through clinical centres, mobile outreach teams, and private/ public sector midwives. In addition, they are responsible for preparing and executing annual budgets, marketing plans and work plans; developing new business opportunities; overseeing financial, administrative and logistical resources; ensuring adherence to MSI minimum standards; and assuring quality operations in line with annual and long-term strategic goals and objectives. The Executive Director manages for results, valuing and rewarding high performance, accountability, speed and efficiency and innovation, while keeping the client at the heart of everything we do. The Executive Director is SPN's senior position in the organisation. They work closely with the government, donors and other key stakeholders to overcome barriers that prevent women and men from accessing safe, affordable, reliable safe abortion, family planning and other sexual and reproductive health services.

Key Responsibilities

1. Leadership & Organizational Culture

- Provide inspiring, mission-driven leadership that unites teams around a shared vision aligned with MSI's 2020–2030 global strategy.
- Demonstrate SPN values in all behaviours, promoting integrity, client-centredness, and a commercial mindset.
- Lead, mentor and line-manage the Senior Management Team (SMT), building individual and collective capacity and ensuring high performance.
- Demonstrate the capacity to use commercial tools and techniques such as pricing, budgeting, cost management, and market analysis to improve operational and financial outcomes.
- Ability to leverage a strong commercial skillset to balance impact and financial sustainability, identify revenue opportunities and support sound business planning.
- Maintain strong collaboration with the MSI Regional Support Team (RST) to share learning, strengthen systems, and drive operational excellence.
- Champion a positive, accountable SPN management culture that embraces feedback, continuous improvement, and innovation.
- Ensure full legal compliance of SPN operations and represent the programme to the SPN Board, the Government of Nepal, and key stakeholders.

2. Business Planning & Strategic Growth

- Lead strategic and annual business planning, ensuring alignment with MSI's 2030 Strategy and national health priorities.
- Drive implementation of business plans that consistently meet or exceed annual targets for service delivery, quality, and financial sustainability.
- Develop and implement strategies to ensure sustainable growth of SPN clinics, including:
 - service expansion and sustainability
 - client-experience improvements
 - integrated SRH service offerings
 - enhancing clinical quality
- Position SPN as the leading provider and leader in SRH and safe abortion services in Nepal.
- Develop a comprehensive marketing and communication strategy based on market and competitor analysis.
- Strengthen SPN's revenue model, financing, and donor resources.

3. Strategy, Innovation & Programme Development

- Build and maintain strong partnerships with government, professional associations, grassroots level organizations, local governments, private sector partners, and civil society.
- Expand relationships with traditional and non-traditional donors, including domestic financing stakeholders.
- Lead development of high-quality new business proposals with MSI's Programme Design & Development (PDD) team and Regional Support Team.

- Ensure organizational structures support efficient service delivery and scale-up across all channels—clinics, outreach, MS Ladies and contact centre.
- Ensure effective integration of global MSI tools, success models, Youth & Adolescent SRH strategy, and marketing strategy.
- Support operational research, client insight generation, and evidence-based decision-making to drive innovation and remove barriers to access.
- Ensure adherence to MSI's service data validation standards, operational minimum standards, and robust systems to support productivity and client outcomes.
- Oversee clinical governance and quality, ensuring excellence in care and participating in Medical Advisory Team (MAT) meetings.
- Manage organizational risk and ensure compliance with all donor requirements

4. Financial Management & Sustainability

- Drive revenue growth across clinics, efficient utilization of budget in outreach and MS ladies.
- Strengthen financial sustainability through efficiency improvements, cost management, and sound financial decision-making.
- Ensure implementation of a robust business model that supports long-term financial sustainability in operations.
- Base strategic decisions on accurate financial, statistical, and market data.
- Ensure strong financial controls and compliance with:
- Adhere to Nepal's statutory and tax regulations
- Adhere to MSI minimum standards and donor requirements
- Lead budget development, monitoring, and forecasting to ensure financial sustainability and informed strategic decisions.

5. Governance, Compliance & Safeguarding

- Ensure full compliance with MSI's Partnership Manual and minimum standards.
- Ensure all operations comply with donor regulations, MSI anti-fraud and bribery (AFB) policies, quality assurance, safeguarding, and national laws including labour, SWC, and tax laws.
- Coordinate with SPN board in preparing the board agendas, minutes, and strategic documents; implement board decisions effectively.
- Ensure timely audit and implement the recommendations across all departments and projects.

6. Security & Duty of Care

- Ensure SPN meets global security policies and Duty of Care standards, maintaining up-to-date security procedures.
- Ensure security briefings for all staff and visitors, ensuring clear understanding of contextual risks and required protocols.

7. Accountability, Partnership & Representation

- Champion One MSI, Foster collaboration, shared learning, and cross-country support within the global MSI partnership.
- Represent SPN at meetings, national/international forums.
- Serve as an ambassador for SPN with donors, government, partners, and media as appropriate.

Key Experience

To perform this role, it is essential that you have the following experience:

- Master's degree holder in Public Health / Hospital Management / Management or relevant field of study. Minimum 5 years' experience in a Senior Management Team (SMT) role, preferably in a social business, health organization or private/ corporate entity, with experience of growing the business
- Proven track record of developing and successfully implementing business plans and growth strategies
- Proven experience of change management, including identifying required change, leading the change
- Financial management experience, including internal controls and accountability
- Experience leading service delivery or social business operations, ideally in a developing country context.
- Strong understanding of donor policies (bilateral, multilateral, foundations) and compliance requirements.
- Deep understanding of SRH and safe abortion issues, barriers to access, and service delivery models.
- Demonstrated ability to drive operational scale-up and organizational transformation.
- Strong advocate of pro-choice movement.
- Board management experience.

Personal Attributes

We recruit pro-choice, dynamic people with diverse backgrounds and experiences, all united by a belief in our mission and a focus on delivering measurable results. We're proud to be an equal opportunities employer and are committed to creating a fully inclusive workplace, where everyone feels able to participate and contribute meaningfully. You must be open-minded, curious, resilient, and solutions-oriented, commercial mindset and be committed to promoting equality, and safeguarding the welfare of team members and clients alike.

For this role, we're looking for an individual who:

- Is energetic, with drive and unwavering commitment to the organisation's mission, the ability to push boundaries, make tough decisions and challenge others, in line with our mission.
- Is passionate about our clients and strives to consistently meet and exceed expectations, putting the clients at the centre of everything, and ensuring we deliver high quality, high impact services that meet their individual needs.
- Is highly motivated with the ability to motivate, develop the skills of the team and inspire individuals and teams through situational leadership and by providing clear direction.
- Works as part of a team, providing support and flexibility to colleagues, demonstrating fairness, understanding and respect for all people and cultures.
- Takes accountability for the decisions made and the behaviours demonstrated.
- Has the ability to influence key stakeholders at all levels both internally and externally within the organisation.
- Has a commercial mindset, understanding the levers for profitability for success within the marketplace. Focuses on results, ensuring long term sustainability and increased impact.
- Is aware of the emerging developments within our sector, with the ability to focus and articulate a vision of the future which inspires and excites others, while understanding the detail and looking for the evidence
- Has the highest levels of integrity and a strong sense of ethics.

- Has knowledge and experience of the country.
- Has the ability to travel nationally and internationally to represent the organisation.

Our Values

Mission Driven: With unwavering commitment, we exist to empower women and men to have children by choice not chance.

Client Centered: We are dedicated to our clients and work tirelessly to deliver high-quality, high-impact services that meet their individual needs.

Accountable: We are accountable for our actions and focus on results, ensuring long term sustainability and increasing the impact of the Partnership.

Courageous: We recruit and nurture talented, passionate, and brave people who have the courage to push boundaries, make tough decisions, and challenge others in line with our mission.

Resilient: In challenging situations, we work together and support each other, adapting and learning to find solutions, whatever we're up against.

Inclusive: We believe that diversity is a strength. We all play our part in creating a culture where every team member can thrive, feel valued and contribute meaningfully to our mission, and where all our clients feel welcome and supported.