





## NEPAL IS A BEAUTIFUL BUT FRAGILE COUNTRY

The most disadvantaged communities face a lack of access to healthcare, often walking for days to their nearest health post, or being unable to afford even basic treatment.

Our partners tackle the issues leaving people trapped in extreme poverty, including those vulnerable to the impacts of climate change.

Many people are also hindered by a lack of social inclusion, often caused by poverty, gender, disability, or caste.

Nepal is gradually developing but is still one of the poorest and least developed countries in the world. After a decade of peace following the 1996 to 2006 civil war, the country was hit by several generation-defining events. In 2015, a catastrophic earthquake killed nearly 9,000 people and then the impact of the COVID-19 pandemic took its toll on the nation, amplifying challenges such as social exclusion, limited access to basic services, and weakening economic growth.

Its people have worked hard and achieved much to reduce poverty in Nepal. Twenty years ago, nearly every other family lived in extreme poverty, earning less than \$1.25 a day. Although this number has halved, today there are still one in four families living in extreme poverty.

Gender, social group and geographic area are major factors that can influence a person's opportunity to break the cycle of poverty. This is why Nepal and its people need further help in the alleviation of poverty and suffering.

# THE INTERNATIONAL NEPAL FELLOWSHIP TODAY

The International Nepal Fellowship (INF) is Nepal's longest serving international NGO with more than seven decades of experience working with Nepal's poorest and most disadvantaged people and communities.

Today, INF in the UK is a forward-thinking and impactful organisation, raising funds and supporting programmes and projects initiated and delivered by our Nepali partners, addressing key needs in healthcare, disability, community resilience, education and emergency relief.

INF UK is made up of a team of six people in the UK, one Nepali in Kathmandu and one ex-pat missionary in Surkhet, Nepal.

## OUR VISION is

Life in all its fullness for Nepal's poor and disadvantaged people and communities.

## OUR MISSION is

Working with local communities and health care services to improve health, reduce poverty and promote social inclusion.

## OUR VALUES are

- Love and compassion
- Inclusion and dignity
- Professional excellence

## OUR ETHOS

We are motivated by our Christian faith, showing active compassion for some of the world's poorest people, and encouraging individuals and communities to access and enjoy their rights as a holistic expression of our values.

We believe all people are equal, and so inclusion and dignity are very important to us, irrespective of gender, sexual orientation, religious belief, disability, economic status, caste or any other feature.



## THE INF FAMILY

International Nepal Fellowship UK (INF UK) with a team of eight individuals, and an annual income of around £800,000, is a committed member of the INF Global family.

It is one of four support offices (the others are in Australia, New Zealand and Canada) whose primary role is to inspire people to give, pray and advocate for the alleviation of poverty in Nepal.

INF International has a small office and team in Kathmandu, holds an agreement with the government and facilitates the issuing of visas to ex-pat advisors and the disbursement of funds from support offices to delivery partners in Nepal.

### OUR PARTNERS IN NEPAL

We work with five like-minded partner organisations who share our vision and values

INF Nepal, led and managed by Nepalis, is a locally registered NGO based in Pokhara, and our primary partner. Through our relationship with INF Nepal, we are supporting hospitals in Pokhara, Surkhet and Banke; major community development projects in Bajura and Kalikot districts; and play a key role in supporting many of INF's disaster response activities.

With other partners we support a range of programmes focused on community development, education and climate change preparedness.



# OUR PORTFOLIO OF WORK

IINF UK supports programmes spanning four core areas in and around Pokhara, Surkhet, Banke and Bajura, in Western side of the country:

- Healthcare and disability
- Community resilience
- Education
- Emergency Relief

## HEALTHCARE AND DISABILITY

Healthcare is not free in Nepal so we have a fund that exists to provide medical treatment to patients who are unable to afford the care they need.

Today, INF Nepal runs three hospitals in Nepal, treating 120,000 patients each year. The vision is that the hospitals build on their reputation for specialist medical care to become training centres, setting standards in Nepal's health sector.

We are known for our patient-centric approach, holistic rehabilitation services, advanced medical practices, compassionate care and impactful community outreach.

We run a wide range of inpatient services in our hospitals as well as outreach into remote local communities. These include:

- Treating patients with leprosy by offering reconstructive surgery, physiotherapy, and occupational therapy.
- Running a paediatrics clinic providing for children with autism, cerebral palsy and other developmental disabilities.
- Running a centre of excellence for hearing disabilities, including complex ear surgery, assistance devices and speech therapy
- Running a wheelchair distribution camp in which we provide customised wheelchairs to people from across the country to help with their mobility.
- Supporting a Fistula Centre in which patients are able to access urgent surgical treatment for this debilitating condition.
- Improving health and social outcomes for vulnerable people with disabilities living in the remotest areas through the provision of screening programmes, medical treatment, and skills and livelihoods training.





## COMMUNITY RESILIENCE

The projects we support are aimed at increasing the resilience of people's livelihoods in disadvantaged communities, including adapting to the impacts of climate change.

These include:

- Youth-focused vocational skills training for young people, affected by natural disasters and the Covid-19 pandemic, to become economically active and improve family income.
- Climate change adaptation for sustainable livelihoods to improve the adaptive capacity of the rural poor to develop sustainable livelihoods able to cope with climate variability and change.
- The empowerment of adolescents from the most marginalised Terai Dalit farming families to improve inclusive and sustainable livelihoods through education and life skills training.

## EDUCATION

This is an emerging area for us which we plan to grow over the coming years. The projects we have supported focus on the provision of high quality and inclusive education for girls.

## EMERGENCY RELIEF

For over a decade we have helped households and communities in the aftermath to floods, landslides and earthquakes with the provision of temporary shelter, reconstruction support, hygiene kits and mosquito nets.

To read more about the programmes we support please visit [click here](#).

# OUR IMPACT

In 2022/23 INF UK's direct contribution to its Nepali partners enabled the following impact:

HEALTHCARE	COMMUNITY	EDUCATION	EMERGENCY RELIEF
<b>11,003</b> people were treated by INF Nepal's health services and projects, across three hospitals and in community settings	<b>3,398</b> people had leprosy-related skin and disability screening at medical outreach camps across various districts	<b>1,436</b> self-help group members implemented action plans to improve people's lives in remote communities	<b>1,581</b> school children are receiving a better-quality education at six schools we are supporting
			<b>3,335</b> people were supported following floods, landslides and earthquakes



## KOPILA'S STORY

Kopila, who was diagnosed with leprosy several years ago, is an inpatient at the Eileen and Betty Centre, INF Nepal's new leprosy ward at the Green Pastures Hospital. She lives with her husband, three sons, a daughter-in-law and two grandchildren in a poor rural village. The family rely solely on agriculture for their livelihood.

*"Several years ago I had a problem with an ulcer on my foot and my village health post told me about Green Pastures. However, I initially went to another hospital for treatment but it was not getting any better. When I came to Green Pastures I was diagnosed with leprosy, so I was treated for my foot ulcer and was put on medication for two years.*

*When I was diagnosed I was very sad and anxious about leprosy. I thought I had to be isolated from my family, but it was not like that. The team at Green Pastures explained everything and helped me and my family understand about leprosy. My family were also tested for leprosy, and they were all clear.*

*Later on I was having difficulties because my hand became deformed, but then I also had surgery here. Now I am able to grip and squeeze so my hand is able to function again.*

*I am now free from leprosy and am enjoying life with my family. I know that problems will happen again because when I work at home there is still a tendency to get ulcers. Whenever I have to come back to Green Pastures I am grateful that all of the treatment is free, and I am happy because everybody there care for me and loves me."*

# CURRENT CONTEXT

The International Nepal Fellowship family has some extraordinary strengths.

INF is the longest serving international NGO in Nepal with over seven decades of experience of working with the most disadvantaged people and communities. With a single country focus we bring a depth of understanding, long-standing relationships of trust and a commitment for the long-term transformation of the poorest parts of the country.

INF in Nepal is well respected by the Government and local communities for the compassionate care and excellence with which we deliver our projects across healthcare and rehabilitation, community development, education and emergency relief.

INF UK has committed supporters, highly skilled staff and partners and an engaged Board of Trustees.

We are continuing on a journey of transformation. Five years ago we moved from being a missionary sending agency to a resourcing organisation, raising funds and awareness for our partners locally. We are now embarking on the transition to becoming a more locally-led organisation, supporting and empowering our local partners to assume a greater role in the way INF UK develops and evolves.

As we make this shift, INF UK's role will adapt in tangible and at times subtle ways. We will deploy our strengths and technical gifts in fundraising, programme design, and communications in new ways with a fresh emphasis on co-production, technical advice and capacity building with our partners.

As we move towards a new paradigm we see exciting new opportunities to increase the impact and scope of our work in transforming the lives of the most disadvantaged people and communities in Nepal.

INF UK now seeks a CEO to lead a small and talented team and drive this process of transformational change. You will bring experience of senior leadership, international development, strategic planning, resource mobilisation, partnership building and financial oversight. This will be underpinned by a mature Christian faith and a passion to see Nepali people living dignified, hope-filled lives, free from poverty and suffering.

## CURRENT PRIORITIES

**Priorities for the incoming CEO in the first year in post will include:**

- Listening and learning from our partners to understand the operating realities in Nepal and to inform INF UK's strategy.
- Building strong relationships of trust with our partners, the staff team at INF UK and other colleagues across the INF family of organisations as well as engaging and communicating compellingly with our supporters.
- Working in partnership with Trustees to complete a strategic review and develop a new dynamic five-year strategy, 2025-2030 that moves us towards a more locally-led model of development.





## ROLE DESCRIPTION

### KEY RESPONSIBILITIES

The Chief Executive will report to the Board of Trustees, chaired by Dr Ian Smith, and be supported by an appropriately engaged group of Trustees who bring seasoned board governance experience and a diverse set of skills relevant to the oversight of a Christian development organisation. The key focus of this role will be to build and develop an empowered team in the UK supporting partner organisations in Nepal and provide strategic guidance for the next phase of INF UK's development and impact journey. Key responsibilities will include:

**Vision and strategy:** Working closely with the Board, leading on the development and execution of the vision and strategic plan.

**Spiritual leadership:** Fostering a Christ-centred organisational culture that includes a regular rhythm of prayer and devotion.

**Team leadership:** Providing leadership to the team and embedding a culture of empowerment in which every team member feels confident to take risks, learn and work in a way that is aligned to the vision and strategy and their gifts and purpose.

**Partnership building:** Developing and strengthening the capacity of INF UK's Partners in Nepal as well as deepening relationships, sharing best practice, learning and partnering with the other organisations within the INF family.

**Supporter engagement and external representation:** Developing strong relationships with high-value and longstanding donors as well as representing the charity at major events and gatherings.

**Income generation:** Overseeing the development of the fundraising strategy and ensuring that income is on a strong and sustained upward trajectory.

**Financial oversight:** Overseeing the annual budget and financial planning and reporting processes. Enabling long-term development of the charity through the development of sustainable income streams.

**Charity governance:** Ensuring that the Trustees have all the key information they need to ensure excellence in all governance matters.

# PERSON SPECIFICATION

This post is subject to an occupational requirement that the postholder be a practising Christian under Part 1 of Schedule 9 to the Equality Act 2010.

The kind of leader we are seeking is described below:

## DISPOSITION

- A mature Christian faith and a clear love of Jesus that is evidenced in a distinctively servant-hearted approach to work and leadership and underpinned by prayer.
- A passion for integral mission and the holistic transformation of people.
- Humble self-confidence, pastoral and yet able to challenge others, excellent listening skills and high levels of self-awareness including the impact s/he makes on others in different settings/cultures.

## EXPERIENCE

- Extensive senior leadership experience, including effective change management, enhancing organisational effectiveness, and building and implementing strategy in an organisation of comparable complexity.
- Experience of identifying and building relationships and partnerships in a cross-cultural context to support strategic aims or raise funds.
- Experience of cross-cultural mission, international development (ideally within an Asian context) and driving processes of localisation and capacity building.
- Experience of leading, coaching, mentoring and developing teams and organisational culture that ensures creativity, initiative and excellence

## SKILLS, ABILITIES AND QUALITIES

- A strategic and innovative thinker who can reason analytically and clearly.
- A clear and effective communicator with strong listening skills.
- Focus on results and the use of KPIs and financial information to monitor performance, manage risk, and evaluate the successful achievement of organisational goals.
- Strong financial understanding to support financial planning, budgeting and reporting processes.
- Outstanding relationship building qualities that enable effective cross-cultural partnerships and the raising of funds.
- A demonstrable ability to delegate responsibility and work collaboratively.
- Collegial, calm, agile and entrepreneurial.
- An aptitude and willingness to learn and communicate in a second language is desirable but not essential.
- Willingness, fitness and stamina to travel domestically and internationally (circa six weeks per annum).

## KNOWLEDGE AND UNDERSTANDING

- An understanding of trends and issues in international development (including localisation), global mission and the funding landscape.
- An awareness of new ways of reaching younger generations and other groups where INF is under-represented including through digital channels.
- A good awareness and understanding of the Church in the UK in all its expressions and a high degree of comfort working with Christians and others of different traditions, cultures and backgrounds.

## TERMS AND CONDITIONS

The role is full-time and permanent. INF UK will carefully consider flexible working patterns where possible, though some regular physical presence at their office in Balsall Heath, Birmingham will be necessary.

**HOURS:** Full-time. Some weekend working and availability at other locations and outside of normal working hours will be required. There will also be regular international travel (circa six weeks per annum).

**SALARY:** Circa £60,000 depending on experience, and other benefits.

## HOW TO APPLY

INF UK is supported by Macaulay Search in this recruitment process.

Applications should be sent by email to Mark Powys-Smith at [mark.powys-smith@macaulaysearch.com](mailto:mark.powys-smith@macaulaysearch.com). The closing date for applications is 5pm GMT on Thursday 12th December 2024.

Your application should include:

A full CV including a full employment history showing responsibilities held and relevant achievements;

A covering note of not more than one and a half pages summarising your motivation and reasons for being interested in this position.

Please do make mention of your fit with the Christian faith and motivation for International Nepal Fellowship's mission.

## PROCESS

A selection of candidates will be invited to interview on Zoom in w/c 6th January 2025 with a second interview planned for Saturday 25th January in Birmingham. You can expect to hear from Macaulay search by the end of the day on 20th December if you have been invited for interview.

Thank you for prayerfully considering this opportunity.

