

SAMS Role Deconstruct: Is This Role Right for You? **(A Hard-filter Guide for Candidate Self-selection)**

**Chief Program Officer – Family Strengthening Programme (FSP),
SOS Children’s Villages of India, New Delhi**

Why This Role Deconstruct

This SAMS Role Deconstruct (SRD) is designed as a hard filter for candidates. It clarifies how the role actually operates and helps professionals assess whether their experience and leadership style are genuinely aligned—before applying.

The Role — As It Actually Operates

This is a **senior national leadership role** rooted in direct programme implementation, not a thematic, advisory, or design-led position.

The **Chief Program Officer – FSP** carries end-to-end accountability for on-ground delivery outcomes across SOS India’s Family Strengthening footprint. While the role engages with the CEO, government, and CSR partners, its core focus is execution.

In practice, the role requires you to:

- Personally own programme delivery, quality, and results at scale
- Stay closely connected to field realities across locations
- Intervene decisively when programmes need stabilisation or course-correction
- Translate national strategy into workable operating models, not just frameworks
- Hold teams accountable for safeguarding, performance, and resource use

This is not a role for leaders whose strengths are primarily in programme design, policy work, or partnership management without sustained responsibility for implementation.

What SOS CVI Is Really Looking For

SOS CVI is seeking a grounded, execution-first programme leader who combines child-centred values with operational discipline.

Priority is given to professionals who have:

- Personally led large, multi-location programmes
- Been held accountable for delivery outcomes, not just oversight
- Improved programme quality and consistency under real operating constraints

The organisation values leaders who build impact through disciplined execution and stewardship, rather than thematic visibility alone.

Core Responsibility Areas

(1) National Programme Stewardship: Own the vision, design logic, and delivery integrity of the Family Strengthening Programme nationwide.

(2) Implementation & Operations Leadership: Provide operational **direction** for the Family Strengthening Programme, ensuring smooth execution, coordinated teamwork, and adherence to quality and efficiency standards.

(3) Field Execution & Quality Control: Ensure SOP adherence, risk management, safeguarding, and delivery coherence across locations.

(4) MEAL & Evidence-Based Decisions: Use data and learning to strengthen programmes and inform scale or course-correction.

(5) Government & CSR Engagement (Delivery-Led): Engage stakeholders from an implementation lens, grounded in field realities and results.

(6) Team Leadership: Build and hold accountable high-performing programme teams through clear expectations and results-based management.

Indicators of Strong Fit

You are likely to be a strong fit if you bring:

- 15–20+ years in child, family, youth, livelihoods or community development programming
- Prior experience in urban and rural poverty reduction, child protection, women's empowerment, or livelihoods initiatives is essential
- Senior experience with direct programme implementation accountability
- First-hand leadership of multi-location field operations
- Comfort being personally accountable for outcomes and quality
- Strong systems, financial, and operational judgement

Who Should Strongly Consider Applying

This role is best suited for professionals who:

- Identify first as programme implementers, not thematic specialists
- Prefer solving operational problems over designing frameworks alone
- Are comfortable with intensive travel and field engagement
- Value programme quality, safeguarding, and sustainability over visibility

Professionals whose experience is primarily in programme design, policy advisory, or partnership management without sustained delivery ownership may find this role misaligned.

Prepared by Strategic Alliance Management Services Pvt. Ltd. (SAMS) as a role-clarity and candidate self-assessment tool.