

Job Description - Global Development (Fundraising) Director

Designation	Global Development Director
Location	Head Office, Mumbai
Employment type	Renewable fixed term contract
Report to	Founder & Executive Director
Functional reportees	General Manager, Manager Development, Associate Development
Employment level	Management

Organization Background

Established in 2007, Educate Girls (a project of 'Foundation to Educate Girls Globally') is holistically tackling issues at the root cause of gender inequality in India's education system that has helped to ensure over 90% enrolment and higher attendance as well as improved school infrastructure, quality of education and learning outcomes for all girls.

Our comprehensive model helps communities assess their school situation, initiate action plans and empowers them to sustain positive results at the lowest cost. Educate Girls believes that if girls in the most backward gender gap districts are educated now, they will have the potential to enter the formal economy, gain employment and lift their families out of poverty. By leveraging the government's existing investment in schools, Educate Girls delivers measurable results to a large number of beneficiaries and avoids duplication or parallel delivery of services.

Because of the sustainability and scalability of the model, Educate Girls has grown from a 500-school pilot project in the Pali district of Rajasthan to now serving 26,000+ schools in 16 districts of Rajasthan and Madhya Pradesh, reaching millions of children in some of the remotest areas. The non-governmental organization has a management and outreach office in Mumbai and operations in Rajasthan and Madhya Pradesh and is committed to launching interventions in multiple new geographies across India over the coming years.

For further details about organization please visit www.educategirls.ngo

Our Values

Gender Equality	Being able to treat people equally irrespective of gender
Integrity	Possess the ability to “know and do” what is right
Excellence	Being outstanding or extremely good, striving to lead by performance excellence
Collaboration	Working effectively and inclusively with a range of people both within and outside of the organization
Empathy	Being able to understand and share the feelings of another and use that understanding to guide our actions

Our Competencies

Strategic Thinking – Think big yet act focused	Taking Ownership – Feel responsible & accountable	Analytical Thinking – Stay true to your data
Developing Talent – Growing and taking people together	Ensuring Alignment – Think differently but work together	

Job Profile

Overview of the role

Educate Girls has recently created its 'Strategy 2.0' - a roadmap, which will guide its scale-up and impact between 2019 & 2024. Basis this, Educate Girls will double its scale (from the current 15 to 31 educationally backward districts) and triple its outreach (from the current 5 million children to 16 million children) by 2024. Educate Girls' funding requirement goes up significantly as a result of this ambitious roadmap.

Over the years, Educate Girls has enjoyed the support of some incredible (domestic and international) institutional funders including Foundations, Trusts, Venture Philanthropies, Impact Investors, and Corporations. Going forward, given its ambitious growth plan, Educate Girls aims to diversify and expand its funding partnerships over the next 5 years and is investing in building its fundraising function.

As the head of the Fundraising/Development function, the Global Development Director will operate out of the Mumbai Head Office of Educate Girls and will:

- Be in charge of developing and implementing our fundraising strategy, which is aligned with the organization's 'Strategy 2.0;'
- Ensure a diversified, secure and sustainable funding base for Educate Girls in the coming years with a special focus on donor stewardship and innovation;
- Cultivate and steward relationships with senior leaders across the development funding fraternity;
- Supervise and mentor a team comprising General Managers, Managers and Associates in the fundraising team and guide them in reaching out to potential donors, in writing and in presenting high quality funding proposals and ensure satisfactory donor relationship management;
- Work closely together with colleagues from the Operations, Program, Finance, Monitoring & Evaluation and Human Resources functions and drive a culture of donor stewardship;
- Report to the Founder & Executive Director and be a part of the Core Leadership Team at Educate Girls. As a key member of the Core Leadership Team you will play an active role in planning and implementing new organizational strategy. Along with other leadership team members you will contribute towards working and taking leadership of a range of projects with organizational implications;
- Have a high degree of accountability for areas of activity which will have significant long-term impact on the achievement of EG's goals.

Areas of Responsibility:

- **Fundraising Targets**
 - Assume functional leadership in order to deliver on annual and long-term fundraising targets set for the organization
- **Strategy and Planning**
 - Be cognizant of Educate Girls' near, medium and long-term fundraising requirements
 - Lead development and implementation of the fundraising strategy to maintain healthy mix of funding partnerships
 - Plan for innovations in fundraising – including but not limited to digital, mobile, retail, co-branded partnerships and the like.
- **Outreach**
 - Build, maintain and influence a network of (current and prospective) donors, partners and funding opportunities;
 - Participate in identifying, assessing and researching prospective donors with the aim of securing both restricted and unrestricted funds
 - Represent Educate Girls at various external events like workshops, panels, conference and other events
- **Donor Stewardship**
 - Develop and execution of a full-fledged stewardship/relationship programme for all funders – including communication updates, reporting, events, meetings and other donor engagement activities
 - Oversee handling of donor queries/ grievances;
 - Provide guidance to develop, write and submit high quality funding proposals;
- **Leadership and Management**

- Provide support in implementation of organizational strategy as a part of the Core Leadership Team
- Represent the function in quarterly Board of Directors' meetings
- Plan, budget and develop the fundraising function and ensure overall cost effectiveness of activities
- Manage relevant documentation and approvals for the function
- Provide strategic leadership and inspiring management to the Fundraising team of 8-10 people
Set clear team priorities and objectives in line with the strategic plan
- Recruit and manage team members in US and UK

Preferred Education Background:

- A good university degree (Post-Graduate/Master's) in Business, Marketing, Development Studies;

Preferred Work Experience:

- Minimum of 15 years of progressive professional experience in fundraising, non-profit management, business development, including a demonstrable track record of delivering monetary and non-monetary results;
- A demonstrated record of fundraising of US\$ 20mn or more annually
- Demonstrated ability to conceptualize, plan, and implement a strategic approach to securing funding, including setting realistic goals, developing strategies, prioritizing activities, and orchestrating the involvement of institutional and volunteer leadership;

Preferred Skill Set:

- Excellent verbal and written communication skills; must be able to effectively interact with Board members, international and domestic institutional funders, high net worth donors, and retail individual donors;
- Strong analytic, strategic planning, organization, problem solving, team management, delegation and technology skills;
- Creative/Innovative: Develop new and unique ways to improve the finances of the organization and to create new opportunities;
- Comprehensive understanding of fundraising landscape, campaign/project, and nurturing fundraising methods;
- Extensive knowledge across categories of organizational fundraising, including annual, major, planned, corporate, foundation, and endowment campaigns;
- Thorough understanding of fundraising services such as fundraising databases, prospect research, donor stewardship, and donor relations;
- Expertise in outright major/principal gift fundraising and planned giving, including marketing, prospect identification, cultivation, solicitation and stewardship;
- Ability to travel to the field/program sites in Rajasthan and Madhya Pradesh (3-4 days at least once a month); and internationally as required
- Strong networks in the world of impact investors/donors/private philanthropy.

"Educate Girls is committed to achieving 50/50 gender balance in its staff. Female candidates are strongly encouraged to apply for this position."