

EXECUTIVE DIRECTOR OF DEVELOPMENT

Candidate Pack

Summary of Role: Impact Network International, Inc. has an opportunity for a solutions-oriented, driven and dynamic leader with experience in leadership and fundraising. The successful candidate will set the direction for the US team, lead the implementation of our US fundraising and communications strategy, and maximize opportunities coming out of a new strategic partnership with a mission-aligned global organization transforming education across Sub-Saharan Africa. This is a hybrid position based in New York City with opportunities for remote work for 2-3 days per week.

What We Do

Impact Network believes every child deserves access to a quality education. We make this happen for 6,000 students across 40 schools in rural Zambia using technology, an activity-based curriculum, and comprehensive coaching. Early findings from our randomized controlled trial show strong results on improving literacy and numeracy.

Impact Network International, Inc. is poised for growth. In 2024, we are embarking on an exciting new strategic partnership that will see us expand into new geographies, support secondary education programs; and reach significantly more children with quality education than ever before.

What You Will Do

This role will oversee our US Operations and work closely with a global team across the UK, Zambia, Uganda and Ghana. A principal focus area for the role will be to contribute to the ambitious fundraising goals required to support growth.

This will include co-developing and implementing a Major Gifts (HNWIs and Private and Family Foundations) fundraising strategy that will enable us to significantly increase our income from this funding stream; enhancing our existing individual giving portfolio; working closely with team members to execute our annual fundraising gala; and collaborating with our Strategic Partner's UK fundraising team.

This position will report into the US Board of Directors and will be responsible for the key responsibilities outlined below.

Set the Direction:

- **Share a deep commitment to the belief that all students deserve access to a quality education, especially those living in rural settings across Africa.**
- Work with our new Strategic Partner to develop and implement a multi-million-dollar US Major Gifts Fundraising Strategy
- Develop collaborative strategic priorities to attain organizational goals
- Establishes priority annual and multi-year goals

Lead and grow US Fundraising and Communications:

- Use external presence and personal relationships to build partnerships in new markets, and garner new opportunities with high net-worth individuals, foundations, corporations, and potential partners in our work
- Devise comprehensive fundraising strategies to boost individual giving, foundation grants, corporate sponsorships, and revenue from events
- Oversee grant proposal writing, and develop compelling, high-impact grant proposals for foundations and institutional donor prospects.
- Supervise and grow income from our annual gala execution, working closely with the VP of External Relations to ensure a successful event experience for donors.
- Work with our new Strategic Partner to deepen and refine all aspects of communications—from web presence to external relations with the goal of creating a stronger brand presence
- Create and oversee innovative fundraising campaigns tailored to diverse donor segments

Maximizing our new Strategic Partnership

- Work in close collaboration with the UK Head of Partnerships to develop a US fundraising strategy, set strategic fundraising targets and annual plans to support The Partnership's mission
- Regularly review The Partnership's ways of working, roles and responsibilities and systems and processes with the VP of External Relations and the Head of Partnerships to improve efficiencies.
- Share fundraising updates with the UK Head of Partnerships in line with The Partnership's Fundraising Plans.

Maximize Talent & Engage Stakeholders

- Develop, maintain, and support a strong Board of Directors; seek and build board involvement with strategic direction
- Strategically and regularly engage the board, especially the board chair and committee chairs to inspire them to support the global fundraising strategy and external stakeholder engagement.
- Differentiate approach to stakeholder engagement, to strategically build support and ensure sustainability
- Actively engage and energize Impact Network interns, board members, event committees, external partners, and funders.

Manage the US Operations:

- Ensure ongoing programmatic excellence, rigorous program evaluation, and consistent quality of finance and administration, fundraising, communications, and systems; recommend timelines and resources needed to achieve the strategic goals.
- Work with the senior team to create reports and share these with the US Board of Directors for review and feedback.
- Align organizational resources and focus areas to strategic priorities and to ensure sustainability.

- Oversee payroll, human resources, and other 501(c)3 requirements for the US-based team.

Who you'll be working with

Impact Network has a small team based in the US which funds programs in Sub-Saharan Africa. The successful candidate will supervise and work extremely closely with the VP of External Relations to support their work to execute events, write proposals and drive the overall fundraising agenda. In addition, they will work collaboratively with the Strategic Partner's UK Fundraising Team to develop the fundraising and communications strategy, annual plans and targets.

What We Are Looking For

Qualifications for this role include:

- 1. Desire to improve the education quality provided in rural Africa and a deep commitment to the belief that all students deserve a quality education – from early childhood through secondary.**
- 2. Requirements:**
 - a. Bachelor's Degree in a related field (nonprofit management, business administration, marketing, etc.). Master's Degree in a related field is preferred.
 - b. At least 10 years of experience in a fundraising role, with experience growing revenue from new income streams and managing a portfolio of funders.
 - c. Experience raising six figure sums from Philanthropy and Major Gifts.
 - d. Experience in building and maintaining collaborative partnerships with high net worth individuals and co-funding arrangements.
 - e. Experience with various aspects of supporting a 501(c)3 organization, and a familiarity with nonprofit governance and operations.
 - f. Proficiency in crafting persuasive and compelling grant proposals, and a track record of success with foundations in the \$25K to \$500K level, as well as experience with grants in the \$1-3M range.
 - g. Strong financial skills with an understanding of organizational budgets and grant reporting requirements.
 - h. Outstanding organizational skills and incredibly strong attention to detail.
 - i. Exceptional communication, interpersonal, and public speaking skills.
 - j. Ability to manage competing priorities inherent in a small non-profit organization.
- 3. Values:**
 - a. Strong desire to collaborate with others to achieve greater impact for children and young people in Sub-Saharan Africa

- b. Proactive problem-solver who demonstrates initiative in seeking out and implementing solutions to problems or obstacles.
- c. An ability to persist and turn challenges into opportunities for improvement.
- d. Strong work ethic, enthusiastic learner, and passionate about education.

Compensation

Compensation range is \$90,000 to \$130,00 with opportunities for salary progression after a successful year. The role will include travel to Zambia, Uganda and Ghana.

How to Apply

To apply, please complete the application form here and attach your resume:
<https://forms.gle/mBd1wZcXHx1ngz8w9> .

The closing date for applications is February 28, 2024.

We believe in the importance of being a diverse, equitable and inclusive organization that enables our students and team to thrive. We hire without consideration to race, religion, creed, color, national origin, age, gender, sexual orientation, marital status, veteran status or disability.