

## Job announcement



**Job Title:** Director of Development  
**Location:** Remote location within Canada  
**Reports to:** Group Director of Development (UK)  
**Job Type:** Full time consultant (with benefits)  
**Salary:** Up to \$105,000 Canadian depending on experience

### Background

Before its rebranding in 2022, [ForAfrika](#) was known as JAM International. When our founder, the late Peter Pretorius, was left stranded in Pambarra, Mozambique in 1984, he saw the horrific consequences of starvation — children were dying around him every day. The experience changed his life forever and he and his wife Ann committed themselves to fighting for a better future for Africa’s children.

From initially only providing lifesaving nutritional relief in one country, the organization has grown to deliver a variety of localized programme interventions in another five African countries — Angola, Rwanda, South Africa, South Sudan and Uganda.

Programmes include: Emergency Response; Water, Sanitation and Hygiene, Health & Nutrition, Food Security and Livelihoods, Education and Economic Empowerment.

ForAfrika delivers a vast number of UN contracts including for the World Food Programme, UNHCR and UNICEF and our expected total global income is expected to be \$60 million this year. However, we want to do more and so are recruiting professional fundraisers in our Affiliate markets, including Canada. Last year our Canadian affiliate raised \$1 million Canadian dollars most of this came from 2 significant donors who are close to the founders. We are looking for someone to join us at this time of growth and development to set up a professional individual giving program, to build relationships with government and corporates and raise income to support Africa to thrive. This role is exciting as the candidate will be devising the strategy and setting realistic targets.

## **Role Relationships**

The Development Director will report to the Board of trustees but will also work closely with and be supported by the International Development team. The incumbent will work closely with members of the other affiliates of ForAfrika in the global North as well as working with field teams on the ground in Africa.

## **Responsibilities**

- Create a fundraising strategy that will drive income from multiple income streams.
  - Develop new funding opportunities with individuals, foundations and corporations in Canada.
  - Refine and grow the individual giving programme.
  - Create an approach for raising funds from places of worship.
- Support the development and management of a robust prospect pipeline and a calendar of opportunities for engagement, cultivation, and stewardship of donors.
- Research and identify funding opportunities in Canada, craft compelling propositions and proposals for donors and ensure quality and timely report back on gifts made.
- Take part in the identification and engage ForAfrika Canada's board of trustees to actively support and fundraising plans and events.
- Help to position and raise awareness of ForAfrika role among peers, donors, and other audiences by participating in sector networks and representing ForAfrika Canadian at events.
- Contribute to ForAfrika Canada's general management: maintain accurate records, including in ForAfrika fundraising databases for income recording and earmarking, ensure legal and ethical compliance, manage ForAfrika Canada's budget and administrative requirements with service providers.
- Work within ForAfrika giving, antifraud, anti-money laundering due diligence policies and GDPR policies and processes.

## **Candidate Profile**

The ideal candidate will have experience in Individual Giving cultivation and acquisition, with the ability to grow a campaign in a new zone with limited existing network. The successful candidate will be a passionate and effective communicator, both written and verbally and will be keen to develop the presence of international NGO in a new market as the sole representative of the organization in the country, other than the board of trustees. The post holder will also be expected to uphold the highest of fundraising standards and maintain full and accurate management information records, ensuring that all fundraising activity undertaken by the role fully complies with Canadian charitable practices, information management (e.g., GDPR) and fundraising regulation (e.g., Canadian Fundraising Regulator Code of Fundraising Practice). Key to this role is a deep understanding of ForAfrika values and humanitarian principles.

### **Essential Skills/Knowledge Technical**

- At least 3 to 5 years of experience of working in an income generating capacity with an NGO to identify, approach, secure and steward donors.
- Experience of developing, networking, and enhancing philanthropic relationships at high giving levels.
- Demonstrable experience of delivering high level stewardship of donors.
- Ability to work independently and collaborate with international teams in multiple locations on complex programmes and donor relationships.
- Excellent written skills, including development of compelling communications for donors.
- Ability to plan, prioritise and manage a varied and demanding workload to meet deadlines.
- Experience of developing annual and multi-year budgets and plans.

### **Personal**

- Excellent inter-personal, influencing and relationship building skills.
- Excellent communication skills, especially with high value supporters.
- Understanding of and commitment to ForAfrika values and work.

*ForAfrika is committed to achieving diversity within its workforce, and irrespective of gender, nationality, disability, sexual orientation, culture, religious and ethnic backgrounds to apply. All applications will be treated in strictest confidence.*

### **How to Apply**

To apply, please send a letter of application stating the skills and approach you would bring to the role, along with your CV/resume in English to Ruth Gardner at [ruth@darylupsall.com](mailto:ruth@darylupsall.com). Please put ForAfrika – Development Director in the subject line and let us know where you learned about this exciting role.

**Deadline for applications is Sunday 5<sup>th</sup> June 2022**