

## Job announcement



ICRC

### Philanthropy Specialist – Individuals

- Location:** Bangkok, Thailand.
- Salary:** For more details on ICRC salary scales [click here](#).
- Reports to:** Partnerships Development Manager (Asia Pacific).
- Job Level:** C1
- Hardship:** H0 – full family posting (after six months of seniority of direct employment with ICRC)
- Contract Type:** Full time 4-year assignment with possibility to renew.

#### What we do

The [International Committee of the Red Cross \(ICRC\)](#) is an impartial, neutral, and independent organization whose exclusively humanitarian mission is to protect the lives and dignity of victims of war and other situations of violence and to provide them with assistance. The ICRC responds to humanitarian needs worldwide through its network of delegations and as part of the wider International Red Cross and Red Crescent Movement (the Movement).

In the context of growing humanitarian needs, the ICRC launched its Resource Mobilization Strategy 2020-2030 to guide fundraising efforts over the course of the next decade. This strategy is underpinned by the Movement-wide Principles for Resource Mobilization, adopted at the 2017 Council of Delegates,

which articulate a vision in which resource mobilization within the Movement becomes more than the sum of individual efforts by different Movement components. Fundraising efforts at the ICRC are geared towards making this vision a reality, adopting a central guiding principle that ‘what is good for the Movement, is good for the ICRC’. The ICRC is committed to working together with Movement components (National Societies and the International Federation of the Red Cross and Red Crescent) to maximize our collective potential.

The Strategy Implementation Plan (SIP) process will guide this evolution to deliver increasing income for ICRC and the other Movement components with which it actively collaborates on private sector engagement. In support of this, ICRC is establishing a private sector engagement (PSE) team for Asia-Pacific, primarily based in Bangkok. Asia-Pacific presents significant potential as home to some of the fastest growing economies globally, as well as global and local trends in philanthropy. This role together with other posts to support foundation and corporate philanthropy, fundraising content development and Movement fundraising collaboration will be central in ensuring that our Movement secures the resources it needs to continue to alleviate human suffering around the world.

### **Purpose**

As part of the Resource Mobilization Division (REM) and within a regional team based in Bangkok, this role will have responsibility for helping to progressively increase ICRC and other Movement income from the private sector through the development of strong philanthropic collaborations, with a focus on major gifts from individual supporters and where relevant, family supporters, including ultra- and high net worth individuals, ensuring that targets are met. The role will harness ICRC’s assets and work together with National Societies and the International Federation of the Red Cross and Red Crescent (IFRC) as necessary to present the Movement’s comparative advantages within a crowded philanthropy landscape.

Investing in engagement in Asia-Pacific is a prototype, testing and leading the way for resource mobilization efforts in other regions. Accordingly, this role requires flexibility and agility, working collaboratively and effectively within the ICRC and beyond to develop positive, productive relationships, through which to deliver experiences, which enhance and recognize supporter relationships. In doing so, the post-holder will help achieve collective income targets.

This role will work closely with colleagues across the Movement in Asia-Pacific. Your approach should be collaborative, characterized by thoughtful action and decision-making, empathy, discretion, and tact.

### **Context**

By end 2022, the ICRC private sector engagement team in Bangkok will expand to 5. This team has successfully stewarded high value gifts from across the Asia Pacific region and contributed to innovative

ways of working together with National Societies and the IFRC to increase resourcing for the Movement as a whole. You will join a team of fundraising experts at the beginning of an exciting journey in private

sector engagement and have the unique opportunity to contribute to and shape the team's vision and the growth of private sector engagement within the world's largest humanitarian network.

### **General Duties**

- Understands and adheres to the seven Fundamental Principles of the International Red Cross and Red Crescent Movement.
- Understands and adheres to the ICRC Code of Conduct.
- Understands the roles of the components of the International Red Cross and Red Crescent Movement.
- Respects and observes staff regulations and security rules at all times.
- Represents the ICRC in a professional manner at all times.
- Develops and maintains a pleasant and conducive working environment with colleagues.
- Performs all duties with the highest level of confidentiality in the interest of the employees and the ICRC.

### **Accountabilities and functional responsibilities**

- Supported by the Private Sector Engagement teams in Asia Pacific and Geneva, relevant Country Managers and field delegations, develops and implements the high value individual giving plan and execution of the relevant private sector resource mobilization strategy elements for Asia-Pacific, in collaboration with Movement partners, in accordance with REM division objectives and targets.
- Works closely with Movement partners to mobilize resources for shared benefit, seeking to understand their resource mobilization interests and developing mutually beneficial collaborations with philanthropic individuals in Asia-Pacific.
- Develops giving approaches for high value individual supporters and Movement partners, as well as stewardship plans, online giving campaign concepts and content in partnership with REM, Communications, and other relevant experts.
- Identifies and evaluates the potential of new philanthropic individual supporters and develops engagement strategies, to ensure relationships are leveraged to their full potential, that supporters' requirements are fulfilled, and they remain engaged with the Movement in the long term.
- Provides Movement partners in Asia Pacific with specialist expertise, technical assistance and further support on philanthropic individual fundraising approaches and supporter engagement and helps coordinate relevant public fundraising campaigns across the Movement.
- Supports the development of annual plans, keeps track of income raised, forecasts, investments, and income projections to ensure income targets are met.
- Contributes to producing content for philanthropic individual supporters, pursuing a digital-first approach by default.
- Monitors evolving supporter interests and trends to inform ICRC fundraising strategy and offerings in high value individual giving, including through digital channels.

- Supports development of fundraising packages for appeals or emergencies, including for digital audiences.
- Supports and contributes to the negotiation of funding agreements and ensures the necessary follow-up.
- Maximises visibility by exploring opportunities arising from the interaction with the community of supporters in Asia Pacific and making recommendations to the REM management.
- Engages with the wider regional ecosystem of infrastructure organizations and explores developments in new philanthropy and impact-based giving, whilst maintaining the ICRC's and the Movement's relevance to traditional philanthropists.
- In addition to these duties, the incumbent will support relevant Movement partners in the event of significant media-driven events or emergencies, maximizing the short and long-term high value of individual giving and related fundraising opportunities.

### **Relationships**

- **Internally:** Interacts in a “networked approach” with the PSE team based in Bangkok, the Regional Resource Network (RRN) in Bangkok, the operational desks and various ICRC teams (water and habitat, health, protection etc.) across ICRC operations, with delegations and with REM experts and enablers in Geneva HQ and across the fundraising network.
- **Externally:** Interacts at working level on private sector fundraising and engagement with Movement and private sector stakeholders. Interacts with supporters and their representatives, as well as external consultants and suppliers.

### **Certifications and education required**

- University degree or equivalent experience in Business Administration, Marketing, Economics, Communications, International Relations, Finance, or another field relevant to fundraising.
- Fluent in English. Mandarin, Cantonese, Bahasa Malaysia, Bahasa Indonesia, Korean, Japanese, and other Asian languages an asset.
- Excellent digital literacy (MS Office, CRMs, business intelligence tools, social media, etc.).
- Project Management Qualification, an asset.

### **Professional experience required**

- Ideally 10 – 12 years of relevant professional experience (i.e., relationship management, humanitarian action).
- Minimum 5 years of successful experience in planning for (strategy), securing and renewing five- to seven-figure gifts from individuals (major donors, HNWIs and UHNWIs)
- Fundraising experience in the Asia Pacific is ideal, but not mandatory.
- Successful track record of setting targets and meeting fundraising goals, while strengthening an organization's reputation and reach.

- In-depth, applicable understanding of philanthropic fundraising techniques and how to reconcile the needs of the organization with those of supporters.
- Excellent communication skills with good interpersonal and negotiation skills; well-able to explain complex issues to others and present the organization in an engaging and concise manner.
- Good understanding of current humanitarian issues and priorities.
- Collaborative, characterized by thoughtful action and decision-making, empathy, discretion, and tact.
- Experience in designing and delivering quality content and experiences for high value audiences.

#### **Our operational and field constraints**

- In line with its principle of neutrality, the ICRC does not assign personnel to a country of which they are nationals.
- Candidates must be in good health and will complete a medical check-up prior to departure in the field.
- Candidates will go through a background check prior to departure in the field.
- Candidates must possess a driving license for manual transmission vehicles.

#### **What we offer**

- ICRC offers a comprehensive remuneration package including a competitive pension scheme, relocation allowance, housing support and education support for children from enrolment.

#### **How to apply**

Please send a letter of application stating the skills and approach that you would bring to the post with your CV/resume (no photos) in English and in strict confidence by email only to Ruth Gardner at [ruth@darylupsall.com](mailto:ruth@darylupsall.com). Please ensure that they are sent as pdf documents with the titles “your name cover letter” and “your name CV” Please put “ICRC – Philanthropy Specialist Individuals” in the email subject line. Also please let us know where you saw the post advertised.

**The deadline for applications is Sunday 31<sup>st</sup> July 2022**

*Daryl Upsall International actively promotes equality, diversity, and inclusion. In recruiting candidates, we seek candidates with the proven skills required, irrespective of race, gender, religion or belief, age, disability, or sexual orientation.*