

## Job announcement



### Director of Development - Faith Based Partners

**Location:** Remote, required to be based within Canada

**Reporting to:** President of USA

**Annual salary:** Starting at 85,000 CAD

**Status:** Full-time, initial 1-year consultancy with potential for longer-term contract

#### 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's total global income is expected to be over \$60 million in 2022 and \$150 million by 2025 including an ambitious strategy of growth to expand to other African countries with the goal of ensuring 20 million people can sustainably provide for themselves as a result of ForAfrika's interventions. To achieve such exponential growth, professional fundraisers are being recruited in markets including Canada, the U.S. and Europe. We seek highly committed

professionals to service an already strong base of faith-based supporters and to build and cultivate relationships with faith-based donors and raise income across all channels.

### **Purpose of Role**

The Director of Development will have solid reporting line directly to the President and work closely with a dotted reporting line on technical aspects to the Global Support Office's (GSO) Chief Development Officer (CDO) based in the UK. The incumbent will work closely with members of the other affiliates of ForAfrika as well as working with field teams. The ideal candidate will have experience in major gift cultivation and acquisition (particularly with faith-based groups), with the ability to grow a campaign with limited existing network. The successful candidate will be a passionate and effective communicator, both written and verbally and will be capable to develop the presence of an international NGO in new markets.

### **Primary responsibilities**

- Engage places of worship, build relationships and cultivate into donors.
- Support and equip churches and other places of worship to be able to fundraise effectively for ForAfrika.
- Work with the GSO Communications department to engage with places of worship across North America.
- Roll out our "Together" Programme to bring churches together working towards shared fundraising and ministry goals.
- Run campaigns around key religious holidays.
- Build capacity for fundraising in field offices.

### **Position requirements**

#### ***Major Gifts***

- Actively support the development department's fundraising goals primarily through the cultivation of relationships with key faith-based stakeholders including donors, volunteers and community partners within the target markets.
- Develop an acquisition strategy for major donor prospects by ensuring the proper identification, stewardship, and cultivation of faith-driven donors and prospects.
- Assist in implementing special events in support of fundraising efforts as needed.
- Manage a timetable of deadlines to ensure your portfolio of donors receive impact reports and other correspondence as required.
- Contribute to the effective management of fundraising work by ensuring all pipeline information is accurate, up-to-date, and well organized within Salesforce Database.

#### ***Institutional Fundraising***

- While the primary responsibility of this role is working with faith-based partners, there will be opportunities to leverage/co-fund with grants, so the position holder should keep abreast of the priorities and focus of government granting institutions and the details of eligibility requirements, monitoring funding agency announcements.
- ForAfrika implements numerous United Nations (UN) contracts including for the World Food Programme, UNHCR and UNICEF. As such, the Development Director must have a basic understanding of the UN and be able to raise matching funds.

### ***Essential Skills***

- At least 5 years of experience of working in an income generating capacity within a non-profit to identify, approach, secure and steward donors.
- Experience working with faith-based individuals and institutions, particularly but not exclusively churches, Christian foundations and High Net Worth Individuals (HNWIs).
- Experience of developing, networking, and enhancing philanthropic relationships at high giving levels and demonstrated ability to solicit and close 5+ figure gifts.
- Strong understanding of the charity and funding sectors with a working knowledge of the key social issues affecting Africa.
- Demonstrable experience of delivering high level stewardship of donors.
- Experience working within a fundraising database; Salesforce experience an asset.
- Ability to plan, prioritise and manage a varied and demanding workload to meet deadlines.

### ***Educational Background and Skills***

- MSc/MA in Marketing, Development Studies, International Relations, Business Administration, Social Sciences or relevant subject preferred but not prerequisite.
- Knowledge of programme development and design, resource acquisition, major donors and donor relations.
- Excellent verbal and written English communication skills.

### ***Personal Traits desired***

- Excellent inter-personal, influencing and relationship building skills.
- Excellent communication skills, especially with religious leaders and HNWIs.
- Comfortable working remotely, without a formal office space; must be self-sufficient and self-motivated.
- Understanding of and commitment to ForAfrika values and work.
- ForAfrika is committed to a dynamic and diverse workforce, so candidates with interesting and unusual backgrounds are encouraged to apply.



**To apply for the post**

Please send a letter of application no more than one page outlining your motivation for the job and when you would be able to start with your CV/resume maximum two pages 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 “ForAfrika – Director of Development” in the email subject line. Also please let us know where you saw the post advertised.

**The deadline for applications is Sunday 27<sup>th</sup> of November 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.*