

## DIRECTOR OF FUNDRAISING AND STRATEGIC PARTNERSHIPS

<b>Location</b>	Global
<b>Department</b>	Fundraising
<b>Reports to (Line Manager)</b>	CEO
<b>Responsible for (Line managing)</b>	- Fundraising Adviser (3) - Fundraising and Communication Officer (1)
<b>Grade</b>	G
<b>Contract Type</b>	Open-ended contract

### About HelpAge

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HelpAge International works with a diverse global network of around 200 organisations across 99 countries to promote the rights of older people to lead dignified, healthy and secure lives.

Through partnership and collaborations, we work to ensure the inclusion of older people across society and strive to deliver a just and fair world for everyone as they get older. Our work is driven by our desire to achieve real impact for older people, to be inclusive, to work in partnership and to learn from our shared experience.

As countries prepare for and adapt to population ageing, we are seeking to make a difference at a critical juncture to how societies, economies and institutions adapt to this change.

Our 2030 Strategy 2030, [Ageing in a Just World](#), sets out how we will work to shape the future we all share. By working together with our partners, we aim to inspire a movement for change. By ensuring all our work promotes older people’s wellbeing, dignity and voice, we seek to transform the lives of older people now and in the future.

Guided by our commitment to our values of impact, learning, partnership, and inclusion, we partner with others to bring systemic change and impact at scale. By acting as a supporter, convenor and thought leader, we want to make an impact that matters for older people and their communities.

### Our organisational culture

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The culture of the organisation aims to ensure:

- **Accountability for All:** Every individual and team member is responsible for their actions and decisions, ensuring alignment with **organisational priorities** and commitments to partners and network members.

- **Trust, Respect, and Inclusion:** We strive to create an environment where mutual trust is the foundation of all relationships, diverse perspectives are valued, and everyone feels included in decision-making processes.
- **Culture of Collaboration:** Working together across teams, network members, and partners to share knowledge, maximise impact, and drive collective success, rather than working in silos.
- **Openness and Transparency:** Ensuring open communication, clear decision-making processes and actions, and a commitment to sharing information in a way that builds trust and accountability.
- **Collective Responsibilities Within and With Partners and Network:** Recognising that achieving our mission requires shared responsibility, we promote joint ownership of decisions, initiatives, and outcomes across HelpAge and its network members and partners.
- **Staff and network members are valued:** Staff and network members are recognised, and valued and appreciated for their contributions, fostering an environment where every individual feels respected, supported, and integral to our mission, with their input and expertise recognised as vital to achieving our shared goals.

The Behavioural competencies outlined below support this culture.

## About the Department

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The Fundraising and Strategic Partnership team will raise the core, flexible and strategic funding required to deliver on the 2030 strategy. It aims to improve income diversification, including through philanthropic and private sector partnerships, contracting and developing new funding models. The team leads a global integrated fundraising approach in close collaboration with Supporting Members. It manages existing and new funding partnerships, working with the Programme team and Supporting Members to ensure institutional fundraising is strengthened and coordinated well to sustain funding in challenging times.

## About the Job

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The Director of Fundraising and Strategic Partnerships will act as an internal influencer and shaper of our new business model through: delivering an integrated fundraising strategy across HelpAge International and its Supporting Members, building and maintaining strong relationships with donors, strategic partners, and other key stakeholders, managing the team of Fundraising Advisers responsible for diversifying our strategic partners (core funders), and Fundraising and Communications Officer and Collaborating with other organizational leaders to strengthen capacities within HelpAge on fundraising.

The role holder will work collaboratively with both internal stakeholders and external stakeholders; Directors group, Board, Leadership Group, Team Heads, Head of Programs, Head of Communication and external stakeholders; key strategic partners, Donors and Supporting members.

## **Key areas for impact/influence and responsibilities**

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To make an impact and influence, the role holder will aim to deliver the integrated fundraising strategy in collaboration with supporting members and grow and diversify the core funding of the organization, develop and deliver an engagement plan to cultivate and nurture strategic partnerships while ensuring the quality and compliance of grant Management and develop a strong funding pipeline to deliver the strategy and monitor the fundraising progress through learning.

*Below are the specific responsibilities for this role:*

- Develop and deliver an integrated fund-raising strategy along with strategic partners (supporting members of HelpAge) to engage with institutional and private donors to increase income and impact.
- Deliver existing strategic donor commitments and develop engagement strategies for prospective donors to diversify and increase income for the organization.
- Working with the communications team, nurture and expand the relationships with current strategic partners (core donors), expand and secure new donors and strategic partners.
- Identify, cultivate, and manage strategic partnerships and represent organisation externally with donors and other key stakeholders
- Manage and guide Fundraising Advisers and collaborate with Global Impact teams on quality delivery of existing grants and develop new programme, partnerships and income.
- Working closely with Programmes team, develop funding pipelines, forecast and monitor it on a regular basis
- Provide technical skills in business development and fundraising areas or be able to source them through consultants or internal task teams:
- Working closely with the Director of Global impact and Director of Finance and Business Support to agree ways of working, key principles, processes, policies and set milestones and targets for fund raising.
- Engage fully as a member of the leadership Group taking shared responsibility for strategic and operational management of HelpAge.
- Convene and support the Board of Trustees sub-committee on funding, development and communication to share the fund-raising targets, challenges and opportunities on a quarterly basis.

## **Skills and experience required**

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- A commercial and results-driven mindset evidenced by proven success of developing and managing significant income generating partnerships and initiatives, and achieving substantial income growth
- Demonstrable experience in developing new business and relationships within profit for purpose, social enterprise or impact investing contexts
- Strong commitment and familiarity with fund raising for locally led development
- Working across the affiliate organisation, building a team of fund raising to drive funding growth for global network of organisations
- Strategic leadership and management and fund-raising experience within the international development sector
- Ability to build and maintain strong networks and experience in influencing decision makers at the global, regional and national level
- Previous experience of developing fund-raising strategies and driving forward changes within an organisation and in building the knowledge and capacity of staff and partners
- Excellent Strategic thinking skills and ability to lead across the whole organisation
- Excellent oral and written communication skills, with the ability to communicate information in a clear and concise manner at different levels

## Key Behavioural Competencies

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Competencies	Description
Working Collaboratively with Others	Work collaboratively, building mutual trust and respect, with external organizations and partners to achieve our strategic aims and objectives; being accountable for the work we do together.
Adaptability and Flexibility	Adapt to new directions or opportunities arising within the organisation and in our work area; being flexible in our role, constantly using the feedback to learn more and evolve further.
Supporting and Facilitating Change	Lead behavioural and cultural change through embracing a supportive, collaborative and highly inclusive environment where everybody feels supported, respected and engaged.
Extend HelpAge's Reach and Impact	Extend HelpAge's reach and impact by creating and identifying new business development opportunities and building relationships with new partners.
Diversity and Inclusion	Lead and promote a culture of including the voices of older people across our support, convening and

	thought leadership roles, in a way that is transformative, empowering and highly inclusive of those marginalised by gender, economic status, disability and other factors of discrimination.
Leading Others (for managers)	Demonstrate strong leadership to own unit/department and manage people in a well and reputable manner. Create an atmosphere of trust and an enabling environment where staff can contribute their best and develop their potential.

## Safeguarding

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HelpAge International is committed to safeguarding the communities with which we work, our partners, staff and any others who we come into contact with. The post holder will also be responsible for:

- Preventing harm and abuse from our people, operations and programmes to anyone that encounters our work.
- Reporting all safeguarding incidents you see, hear, hear about or suspect, using our internal reporting mechanism.
- Complying with all safeguarding framework policies and practices.
- Completing mandatory training courses relating to our safeguarding policy framework and complying with HR vetting procedures.

### **SAFER RECRUITMENT**

All employments at HelpAge International will be subject to satisfactory references and appropriate screening checks, which can include misconduct disclosure schemes and terrorism finance checks.