



DIRECTOR OF FUNDING, COMMUNICATIONS & TRANSFORMATIVE PARTNERSHIPS

Salary	£56,000 to 62,000 per annum depending on experience
Location	Home-Based initially – in the UK, Bangladesh, Uganda, Tanzania, Sudan or Cambodia. If and when Covid-19 restrictions allow, we would consider the role being office based in one of our offices in these countries.
Reports to	CTO/CEO
Contract	Permanent.

Applicants who wish to be based in the UK must already be eligible to work in the UK.

Disabled candidates are particularly encouraged to apply and as a ‘disability confident employer’ ADD guarantees to interview all disabled candidates who meet the minimum criteria and ensure reasonable accommodation in the interview process. ADD is committed to making reasonable adjustments during the recruitment process and throughout employment.

ADD International is looking for a **Director of Funding, Communications & Transformative Partnerships** to help us resource our work in new ways as we move through a period of re-imagination and change. You will lead our Public Fundraising Team and take strategic leadership of the ways in which we are able to raise funds to channel resources to activists and organisations we work in solidarity with in the Global South. We are looking for someone with a passion to re-think the ways in which our work is funded in the future. We would anticipate you spending about 50% of your time supporting our existing team in public fundraising and communications and the other 50% re-imagining how we resource our work and developing that approach and new partnerships to support it.

ABOUT ADD INTERNATIONAL

We are a disability rights organisation with 35 years of experience. We fight for independence, equality and opportunity for disabled people living in poverty in Africa and Asia.

We believe it is not the impairment, but the barriers in society, that limit people from reaching their full potential.

We work in areas of extreme poverty alongside disabled people's organisations run by disability activists at a local and national level, supporting them with the tools and resources to build powerful movements for change.

ADD International is an ally to the global disability movement and we partner with disabled people's organisations and disability activists in Africa and Asia to help them access the tools, resources and support they need to build powerful movements for change. Movements that will achieve a vision of a world where all disabled people are free from discrimination and oppression and have full equality within an inclusive society.

WHY ARE WE RECRUITING THIS ROLE?

We are currently going through a period of change and transformation led by our Chief Transformation Officer & Interim CEO who joined us in July. It is clear that in order to significantly shift the ways in which we work we also need to think differently about how we generate and move resources to support our work.

We are in the process of exploring how we can shift more resources and decision making to our offices, teams, partners and disability activists in the South. We are working to decolonise how we work and forge a better, more sustainable, and equitable role for ourselves in the global movement for disabled people's rights and equality into the future.

Therefore this is a new type of fundraising role; one that will manage our Public Fundraising Team and take a strategic lead on all of our fundraising helping us to re- envision the way in which we identify funding sources to support the work of the partners and activists whom we support. This will include strategic leadership of our institutional funding work which is carried out by two Institutional Funding Managers who are based in our Programmes Teams and line managed by our Director of Programmes.

Our strategy sets the goal to be an ally to the global disability movement and we know that we need to resource our work in new ways to enable us to be more effective in that role.

We are committed to re-imagining our business model and ways of working over the next six months and are looking for a dynamic individual able to help us resource the work at the core of our mission which is about acting in solidarity with disability movements and helping move more resources to them.

WHAT WILL THE ROLE ENTAIL?

- Be the Strategic Lead on the Senior Leadership Team responsible for reviewing our approach to fundraising for our work prioritising forms of resource

generation that shift more resources to activists and organisations in the global south

- Lead our Overall Fundraising Strategy engaging with all staff across the organisation who have responsibility for raising funds and managing donors
- Lead ADD's Public Fundraising & Communications Team helping the Team to continue to deepen relationships with existing donors and build relationships with new ones
- Develop, Test, and implement new strategies for raising funds from the public, corporates, Trusts and Foundations and Major Donors
- Review ADD's current public fundraising portfolio and advise on ways to update fundraising approaches, maximise the use of social media and re-initiate a recruitment programme for new regular donors.

Build partnerships with foundations and philanthropies to develop new ways of resourcing the work that we do and move away from reliance on bilateral donors

- Be our senior communications lead, accountable for external communications and media and for telling stories that challenge stereotypes and centre equity and justice
- Support resource generation in the countries where we work (currently Bangladesh, Cambodia, Sudan, Tanzania and Uganda) working with our staff and partners to develop innovative ways to resource their work potentially through public corporate and community funding as well as institutional channels.
- Ensure that we communicate effectively with existing donors ensuring that the story that we tell about our work is aligned with our transformation process
- Develop our social media presence to support the process of transformation that we are moving through
- Ensure that the Team manages the website and communications with the public and other stakeholders effectively
- This role line manages our Philanthropy and Partnerships Manager and our Database & Supporter Care Officer as well as three consultants one of whom is currently covering our Individual Giving and Communications Manager role and two who support us with communications and social media.

SAFEGUARDING LEVEL.

We are committed to ensure we are a safe organisation, delivering safe programmes that ensure we do no harm to people we work with. Our processes ensure all posts are graded, based on interaction with children and vulnerable adults. This post is a **Level 2** post, see outline of all levels below:

- **Level 1** - HQ based, no real direct access to children/vulnerable adults
- **Level 2** - a travelling role, possible access to children/vulnerable adults but unlikely to be alone
- **Level 3** - regular access to children/vulnerable adults including on their own, or lead responsibility for safeguarding within office/location

In addition to the responsibilities listed above, this role like all at ADD will also have specific responsibilities relating to safeguarding:

- Ensure familiarity, and compliance with, ADD's child and vulnerable adult safeguarding policy and undertake training as required. In particular:
 - Contribute to creating and maintaining an environment (including within ADD) that prevents safeguarding violations and promotes the implementation of ADD's policy
 - Report any concerns or suspicions regarding safeguarding violations by an ADD staff member or associated personnel to the appropriate staff member.
- Ensure team are fully briefed and trained on ADD's safeguarding policy and respond appropriately to any safeguarding concerns they might raise.
- Take responsibility for ensuring our fundraising and communications work is done in a way that does no harm and is respectful to the people and organisations with whom we work.

All posts at senior management level are required to provide police checks for the countries in which they are based/have worked.

HOW WILL THE ROLE BE CONTRACTED?

We would like to appoint someone on a permanent contract to this role; however, we are open to creative ways for the right person to fulfil this post, including two people with complementary skill sets delivering the work in a job-share.

We would like you to start in post by January. We would be open to flexible working arrangements or the role being done 4 or 5 days a week.

We are committed to providing reasonable adjustments to support disabled staff in their roles at ADD.

WHERE CAN THE ROLE BE BASED?

Home-Based initially – in the UK, Bangladesh, Uganda, Tanzania, Sudan or Cambodia. If and when Covid-19 restrictions allow, we would consider the role being office based in one of our offices in these countries.

We have offices Frome (Somerset) in the UK, Dar es Salaam in Tanzania, Dhaka in Bangladesh, Kampala in Uganda, Khartoum in Sudan and Phnom Penh in Cambodia and would consider applicants based in any of these countries for this role.

Applicants must already have the right to work in the country in which they wish to be based.

WHAT SORT OF PERSON ARE WE LOOKING FOR?

This is a very exciting opportunity for someone passionate about generating resources to support the reimagining of our role as an ally to disability movements.

Successful candidates will need to be successful fundraisers with strong strategic vision and creativity, combined with the experience and practical leadership skills to lead their team as well as to engage with a range of other staff across the organisation.

You must also demonstrate a passion for ADD's mission and have a deeply nuanced understanding of the lives of disabled people in the countries we work and a demonstrable commitment to the Social and Human Rights Models of Disability.

Specific things we would like you to have are:

- Experience of successfully leading successful fundraising strategy to support transformative work, ideally in the international development sector
- Understanding of a range of Resource Mobilisation strategies in a variety of different contexts
- Clear commitment to the transformation of INGOs role in southern civil society; and the moving of resources and power and an understanding of how fundraising can contribute to re-imagining the role of INGOs
- Experience of leading Fundraising Teams and of Public, Corporate and Major Donor Fundraising
- Experience of disability and the challenges faced by disabled people in the global south, and the role of activists and disabled people led organisations in solving these
- Understanding and commitment to the Social and Human Rights models of disability
- Excellent communication and engagement skills in English
- Experience of safeguarding policy and practice related to children and/or vulnerable adults
- We would ideally also like you to have experience of leading communications strategies and an understanding of what it means to challenge stereotypes and centre equity and justice in them

We are keen to promote strong principles of equality and diversity and encourage applications from all backgrounds. Disabled people are strongly encouraged to apply

WHAT DO I NEED TO SEND TO MAKE AN APPLICATION?

To apply please send the following by email:

- Your **CV** (max 3 pages)
- Your **answers to the below questions** (max 1000 words)
- Completed [equal opportunities form](#) (please choose relevant form dependent on whether you are applying for a job in the UK or one of our country offices)
- The names, contact numbers and email addresses of **2 referees** (please state if you are not happy for them to be contacted at this stage)

Please also send your answers to the following questions in no more than 1000 words. Please note these will be anonymised and reviewed before we look at the CVs of candidates (so please send as a separate document).

- What role do you see for an INGO like ADD in moving resources and funding to disability activists and movements in the Global South?
- Building on your relevant experience, how might you engage new audiences and public donors in the work that we do at ADD?
- In what ways do you think that our approach to funding might need to be transformed at this time?

Please send your application to recruitment@add.org.uk

If you need an accessible format please contact recruitment@add.org.uk

Incomplete applications will not be accepted. We are unfortunately only able to reply to those shortlisted.

WHAT IS OUR TIMETABLE FOR APPLYING?

Please apply by 5pm Friday 5th November. We anticipate that shortlisted candidates will be invited to first interviews in the third week of November.

EQUAL OPPORTUNITIES.

We are keen to promote strong principles of equality and diversity and would welcome applications from all backgrounds. Disabled people are strongly encouraged to apply and as a 'disability confident employer' ADD guarantees to interview all disabled candidates who meet the minimum criteria. For more information on this please see our [Equal Opportunities Policy](#).

SAFEGUARDING.

The nature of ADD's work is as an ally to the global disability movement promoting the

rights of all people with disabilities. It does mean that our staff, consultants, trustees and volunteers may come into contact with children and vulnerable adults in some capacity or another. ADD is committed to safeguarding and promoting the welfare of children and vulnerable adults, and expects all staff, consultants, trustees and volunteers to share this commitment.

At ADD, we're committed to creating a safe and rewarding environment for all of our people to work and volunteer, as well as for those we come into contact with through our work.

This means we have robust safeguarding policies and procedures to ensure everyone is treated properly, and a whistle-blowing policy and process so people can raise any concerns they have, confidentially. For more information on this please see the [safeguarding pages](#) on our website.

DATA PROTECTION

ADD International is aware of its obligations under the General Data Protection Regulation (GDPR) and the UK Data Protection Bill and is committed to processing your data securely and transparently. For more information on this please see our '[Job Applicant Privacy Notice](#)'.

Due to the nature of our roles, interacting with staff in our different country programmes, staff from our overseas offices are often involved in the recruitment process. This requires us to send applications (and therefore personal data) outside of the EU. By applying for this role, you are indicating your permission for ADD to send your personal data outside the EU.