

HEAD OF PHILANTHROPIC PARTNERSHIPS AND INFLUENCING

Salary: Please see our [Global Salary Scales](#) for more information on salaries payable in different locations. This role will be paid at the rate for Grade F in these scales. We do not negotiate on salary.

Location: This is a global role open to applicants based anywhere. You must have an existing right to work in the country you wish to be based.

If you are based in a country where we have an existing office you can choose to work from the office, from home, or a combination. If outside of these countries, you will be expected to work from home. In these situations, we would look to identify an organisation who can employ you on our behalf through a secondment arrangement¹, please note this could take 6 months or more.

Reports to: Director of Funding, Communications and Transformative Partnerships

Contract: Full-time and permanent (though we are open to considering applications from those who want to work on a part-time or job-share basis). We are currently trialling a 4-day working week for the same pay and you will have the choice to opt-in to the trial on the understanding it could end.

As an organisation that works with disability justice activists in Africa and Asia we are clear that lived experience of disability is hugely important to our mission. Priority for this role will be given to disabled people. We want to see you at your best and so please let us know if there are any reasonable accommodations at all that we can make to the recruitment process to ensure that it works for you. We are also committed to ensuring that we continue to review and make accommodations throughout your employment with ADD.

About ADD International.

ADD is a participatory grant-maker for disability justice. Our vision is for a world in which ableism no longer exists, and disabled people can fully participate in society. Our mission is to strengthen disability justice activists and organisations through resourcing, and leadership skills. In March 2024 we launched a new ten-year strategic framework which can be found on our website here: <https://add.org.uk/mtiririko/>

We are transforming our organisation away from traditional development and getting back to our roots by sharing more power and resources directly with activists. Over the next ten years, we have a goal to provide £25 million long-term unrestricted grants directly to disability justice activists and movements. Crucially, we will also give disability justice activists greater decision-making power on who should receive funding and how funding should be spent.

Our new 'Fundseeking' Strategy outlines how we will raise the funding and cultivate the right partnerships to provide the flexible resources that disability justice movements need and that allow ADD to become the grant-maker we aspire to be. This is not a usual fundraising

¹ It may be that we are unable to appoint in all countries due to affordability and/or legal reasons.

strategy. It decentres ADD's own growth and instead focuses on using our position and proximity to wealth with intention to channel more resources to disability justice movements that are less able to access them. The first two years of this strategy have successfully raised £3 million in unrestricted funding from funders who share our vision.

The Opportunity

Building on the success of the Fundseeking strategy, ADD International is looking for someone to build and maintain meaningful partnerships with donors in order to facilitate the flow of resources to disability justice activists and their organisations.

This is a rare and exciting opportunity for someone who is interested in progressive philanthropy and wants to shift more power and resources to movements in the majority world.

You'll get to work for an organisation that is pioneering efforts to transform the international development sector so that it is fairer for disability justice movements.

In this highly strategic role, you would have the opportunity to define, own and lead ADD's influencing strategy to advocate for fairer funding for disability justice.

You would have an opportunity to meet and build relationships with a wide range of funders from governments agencies, to trusts and foundations to high-net worth individuals; challenging traditional notions of power in the way that you show up.

You'll learn about human rights and disability justice; often travelling around the world to do so.

You'll be supported by the Director of Funding, Communications and Transformative Partnerships who believes in [values-led fundraising](#) and has established a strong foundation of fundraising success for you to build upon.

You'll get to be part of an organisation that cares about you and your wellbeing and sees this as an extension of our mission to achieve disability justice.

Ultimately, your efforts would help ADD achieve its mission of channelling more resources to under-resourced disability justice movements in Africa and Asia.

The Team

This role sits within the Funding, Communications and Transformative Partnerships Team and would be line managed by the Director of Funding, Communications and Transformative Partnerships.

This team is responsible for four key strategic functions for ADD:

1. **Fundseeking** – securing the resources needed for our grant making and the implementation of our strategy from both institutional donors and individual supporters
2. **Influencing** – inspiring, influencing and supporting funders and other organisations to increase the flow of resources to disability justice activists

3. **Communications** – supporting our fundseeking, learning and influencing goals through strategic and accessible communications and amplifying the voices of activists
4. **Learning** – enabling ADD to become an activist-centred learning organisation

You would work closely with the Head of Individual Giving and Communications, the Head of Learning and (although not in this team) the Head of Participatory Grantmaking and Movement Building to achieve team-wide goals.

Most of this team works remotely, from across the UK, with one member based in Uganda.

Key Responsibilities

1. FUNDSEEKING:

- Identify and cultivate meaningful relationships with a pipeline of prospective funders and support the Senior Leadership Team to deepen relationships that they hold
- Steward high-quality relationships with existing strategic funders ensuring that they know about the transformational impact of their strategic investment on the delivery of ADD's new strategy
- Write strategic fundraising communications including convincing funding applications, high quality reports, briefs and informal updates
- Build relationships with other partners such as disability and development organisations, INGOs and other participatory grantmakers to identify opportunities for collaboration
- Maintain an institutional funding pipeline and regularly update income projections
- Keep up to date with donor and funding trends in international development and human rights, including flexible and participatory funding

2. INFLUENCING:

- Lead on the development and implementation of an influencing strategy that outlines how we will influence the wider funding system to fairly resource disability justice, activists and their movements
- Collaborate and strategise with the Head of Learning and Impact to ensure that learning from our new work is captured and used to inform our influencing strategy
- Collaborate and strategise with our Head of Communications to come up with ideas about how communications can support our influencing strategy (e.g. thought leadership pieces in sector publications, podcast appearances, speaking opportunities etc)
- Lead on organising and engaging in events and conferences (e.g. the Global Disability Summit) to support our influencing goals and to make new connections with funders and partners

3. ORGANISATIONAL LEADERSHIP

- Support the development and monitoring of strategic plans and budgets on a quarterly and annual basis
- Line manage an Institutional Funding Manager; ensuring high performance and wellbeing
- Play an active role in a peer network of other senior staff across the organisation
- Work closely with the Head of Learning and Impact and the Head of Communications and Individual Giving to ensure that learning, communications, influencing and fundraising are coordinated and supporting each other to achieve overall department objectives
- Provide ad hoc support to the Director of Funding, Communications and Transformative Partnerships as required
- Ensure familiarity, and compliance with, ADD's child and vulnerable adult safeguarding policy and undertake training as required.
- Ensure team are fully briefed and trained on ADD's safeguarding policy and respond appropriately to any safeguarding concerns they might raise.

Safeguarding level.

We are committed to ensuring we are a safe organisation that does no harm to people we work with. As we transition from project-based work to grant-making we recognise the power dynamics this creates that can make grant-seekers vulnerable to abuse and are putting in place robust systems to minimise risk to any communities we work with.

Our processes ensure all posts are graded, based on interaction with communities, persons or organisations of persons with disabilities. This post is a **Level 1 post. See outline of all levels below:**

- **Level 1** - office based, no real direct access to communities, persons or organisations of persons with disabilities, and never alone.
- **Level 2** - a travelling role, possible access to communities, persons or organisations of persons with disabilities but unlikely to be alone.
- **Level 3** - regular access to communities, persons or organisations of persons with disabilities, including on their own, or lead responsibility for safeguarding within office/location.

All level 3 posts will be required to undertake regular police checks (or equivalent depending on location).

About You

- You have **substantial experience of working within the philanthropic / funding system** either as a fundraiser, a resource activist, a Grantmaker or an influencer and recognises that it needs to change.
- You are an inspiring, authentic **advocate for social justice issues** such as reform within international development, philanthropy and/ or the disability justice movement

- You are a **natural relationship-based fundraiser** and **confident networker** with **experience working with institutional funders** and partners i.e. trusts and foundations, bilaterals and INGOs
- You have the passion, energy and tactics to **influence change** in the funding, human rights and/or international development sector
- You **think strategically** and know how to **translate your ideas into action**
- You are a **confident public speaker** and know how to **write strategic fundraising narrative**
- You know how to **lead and collaborate well** with others, including people from different cultural and linguistic backgrounds
- You are **self-motivated** and **take initiative**
- You are comfortable working remotely
- You are adaptable to changing organisational needs
- You might know about **funding for disability rights** which would be advantageous

If these statements sound like you, then we highly encourage you to apply for this rare and exciting job opportunity at ADD International.

How to apply.

Interested applicants should send the following attachments by email:

- Their **CV** (max 3 pages)
- Your **answers to the below 3 questions** (maximum 1,000 words or 6 minutes audio/video)
- Completed [equal opportunities form](#)
- The names, contact numbers and 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 1,000 words or in an audio or video recording of no more than 6 minutes. Please note these will be anonymised and reviewed before we look at the CVs of candidates (so please send as a separate document within the same email, but do not include your name on this document). Audio/video recordings will be transcribed before being shared with the recruiting panel to maintain anonymity.

- Which aspect of the role excites you the most and why?
- With reference to the 'About You' section, why do you think you'd be a great fit for this role?
- What specific experience of the funding and philanthropic systems would you draw on to fulfil the responsibilities of this role?

Please send your application to: recruitment@add.org.uk by the closing date specified below.

If you need an accessible format, please contact recruitment@add.org.uk and specify which format you require.

Application deadline: 10 am Thursday 27 February 2025

First round interviews will be held during the **week commencing 24 March 2025**

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

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. We also prioritise applications from disabled people, this means that we first only review applications from those who identify as disabled. Only if we are unable to recruit from this group will we review other applications.

For more information on this please see our [Equal Opportunities Policy](#).

Safeguarding.

The nature of ADD's work as participatory grant-maker for disability justice means that our staff, consultants, trustees and volunteers may come into contact with children and vulnerable adults in some capacity or another. As we transition from project-based work to grant-making we recognise the power dynamics this creates that can make grant-seekers vulnerable to abuse.

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 countries, 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.