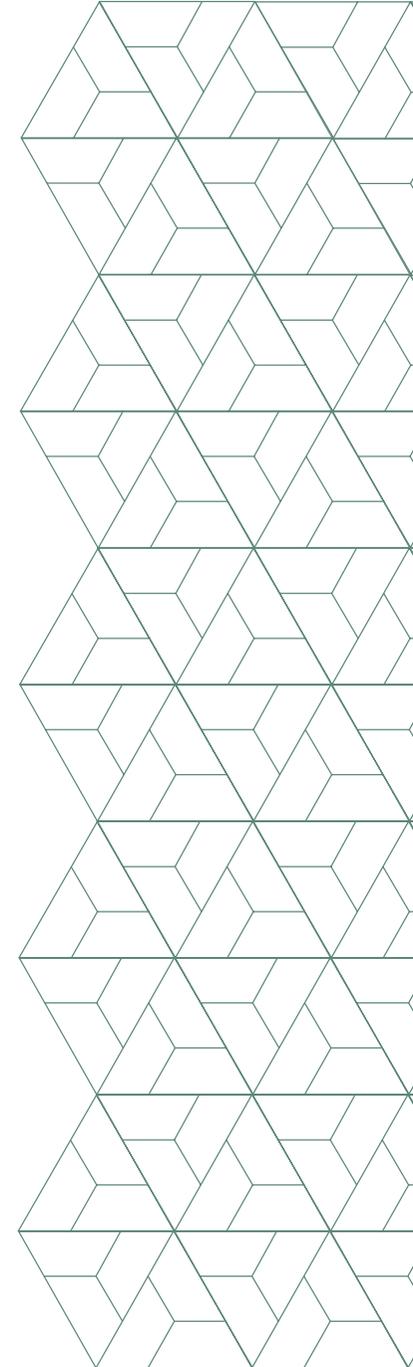




Candidate Pack –
Deputy CEO and Director of Partnerships

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A Letter from our Chief Executive Officer, Lewis Temple



Thank you for your interest in the role of Deputy CEO and Director of Partnerships at BRAC UK.

BRAC was founded in 1972 by Sir Fazle Hasan Abed in a small village in Bangladesh but has since grown into the largest Southern-led development organisation in the world, running successful programmes to tackle poverty that now reach 100 million people in 11 countries.

In the UK, BRAC's primary purpose and role is to raise funding, build partnerships, communicate the impact of BRAC's work and influence international development decision makers.

The position of Deputy CEO and Director of Partnerships will play a key role in overseeing the fundraising and resource mobilisation work of BRAC UK and in the engagement of important stakeholders and supporters of BRAC.

This is an exciting time to join BRAC with a bold global strategy in place which aims to reach over 250 million people by 2030. The role will lead the BRAC UK Partnerships team to support BRAC to reach ambitious fundraising targets and to develop a healthy funding pipeline to help BRAC achieve its strategy goals. The Partnerships team has colleagues focused on Africa and Asia programme partnerships, bi-lateral donor and foundation / private sector funding and a new colleague leading up major donor fundraising.

The Deputy CEO and Director of Partnerships also plays a key global leadership role as a member of the Partnerships Committee. This cross-BRAC Committee leads on the development of systems and processes in fundraising and grant management, and the coordination of donor engagement for all entities within BRAC globally.

We are looking for inspirational candidates with leadership experience in an international development organisation, a strong fundraising background and an impressive track record of results, particularly in the field of institutional donors. Experience and skills in the development of fundraising strategies will be critical, alongside strong knowledge of UK and European government funding and experience of living and working in low and middle income countries. Excellent communication and people management skills combined with the ability to build strong relationships with a wide range of people across different countries are essential.

If you have the skills and experience we are looking for, if you are determined, full of energy, have a passion for our mission and would enjoy the opportunity to travel to Africa and Asia on a regular basis, we would love to hear from you.

A handwritten signature in black ink that reads "Lewis Temple". The signature is written in a cursive, slightly slanted style.

Lewis Temple
Chief Executive Officer

Creating Opportunities for the World's Poor

BRAC is an international development organisation founded in Bangladesh in 1972 that partners with over 100 million people living with inequality and poverty to create opportunities to realise human potential. BRAC is known for its community-led, holistic approach and delivering long-term impact at scale. BRAC works with communities in marginalised situations, hard-to-reach areas and post-disaster settings across Asia and Africa, with a particular focus on women and children. BRAC operates as a solutions ecosystem, including social development programmes, social enterprises, humanitarian response, a bank and a university. BRAC is born and proven in the south and has become a world leader in developing and implementing cost-effective, evidence-based programmes.

BRAC UK

BRAC UK was founded in 2006 and is one of the four members of the BRAC Global group – also including BRAC Bangladesh, BRAC International and BRAC USA. It is a very exciting time of transition for BRAC, with a new, ambitious global strategy in place which aims to reach over 250 million people by 2030.

BRAC UK provides vital support for BRAC's development work around the world through fundraising, communications and thought leadership, building impactful, long-term relationships with partners, whether they be foundations, companies, governments or major donors. BRAC UK also plays a key role engaging with and influencing policy makers and practitioners to tackle extreme poverty.

BRAC UK's Partnerships team, which this role leads, is responsible for identifying funding opportunities, helping to write and refine proposals, and managing existing donor relationships across Europe. The team works with bilateral funders, foundations, including corporate foundations, and partner NGOs to raise funds for and help report the impact of holistic programmes which help people lift themselves out of poverty. The Major Donor income stream is a new one for BRAC UK but progress has been made with a small number of donors and a plan written.



Creating Opportunities for the World's Poor

Our programmes of work

Ultra poverty

We implement a large-scale poverty graduation programme to reach the poorest people and help them achieve a sustainable livelihood in two years. To address extreme poverty globally, we advise and train governments, non-profits, and UN entities to adapt and implement our approach. Studies show BRAC's methodology significantly improves the income and well-being of participants for years after they complete the programme. Since 2002, BRAC has supported 14 million people to build sustainable livelihoods across Africa and Asia, through direct implementation and partnerships with governments, policy makers and civil society organisations.

Education and youth

Our education and skills development programmes support youth from backgrounds of poverty from cradle through career. We prepare them for fulfilling futures through early childhood development, pre-primary, primary, and secondary schools, adolescent empowerment, skills development and higher education at BRAC University. A total of 1.1 million children are currently enrolled in BRAC schools.

Health

To meet the needs of vulnerable communities, we developed our essential healthcare programme, facilitated through a network of community health workers. We deliver community-based services, with a focus on maternal and child health, infectious diseases, nutrition, family planning, mental health, non-communicable diseases, and much more. 100 million people have received our health services worldwide.



Creating Opportunities for the World's Poor

Agriculture

We provide inputs such as seeds and fertilizer, and training for farmers to improve their yields and profits. We link supply chains that enable farmers to access markets and sell their goods at a higher price, with the goal of improving food security and nutrition while also fostering economic growth. BRAC has helped train and equip 620,000 farmers worldwide.

Financial inclusion

With 7 million borrowers, we are one of the world's largest microfinance providers. Access to financial services is an essential tool, especially for women in poverty. Microfinance works in tandem with other programmes to increase clients' economic independence. Our mobile money platform, bKash, is one of the largest in the world, reaching more than 30 million clients. BRAC currently has over 7 million microfinance clients, 87% of which are women.

Social enterprises

Our social enterprises are designed to help people in poverty by creating access to markets. These businesses are also structured to be financially sustainable. Our enterprises include a high-end fashion retailer that sources from rural artisans and a dairy company that purchases milk from women farmers.



About the Role

Key Relationships of particular importance for this role

Internally - BRAC UK Senior Management Team; BRAC UK Staff; BRAC UK Board of Trustees; Executive Directors of BRAC Bangladesh and BRAC International; Country Directors, Senior Directors BRAC; Senior Management BRAC USA; BRAC Bangladesh and BRAC International Directors of Resource Mobilisation and Partnerships, Senior Director Resource Mobilisation and Partnerships.

Externally - Senior staff and Ministers, UK Foreign Commonwealth and Development Office; Foundation leadership; Bi-lateral and multi-lateral donor leadership; Europe based UN agencies; UK and European CSO leadership, Private sector development consultancies and contractors.

Main Purpose

BRAC UK's primary purpose and role is to raise funds, mobilise and manage resources, develop partnerships, influence international development decision makers and communicate the impact of BRAC's work in Africa and Asia. The Deputy CEO and Director of Partnerships oversees the resource mobilisation work of BRAC UK and plays a significant role in the engagement of important stakeholders and supporters of BRAC. This role reports directly to the CEO.



About the Role

Responsibilities

1. Fundraising Strategy development

In 2022 BRAC agreed an ambitious Global Resource Mobilisation and Partnerships Strategy. The Deputy CEO and Director of Partnerships role will be to lead the BRAC UK team to make a significant contribution to BRAC's ambitious fundraising targets as laid out in this Strategy. To support this Strategy BRAC UK is leading on the development of a Resource Mobilisation Strategy for Europe that will be completed in early 2023. The European strategy will be accomplished in close coordination with the CEO, the BRAC Global Partnerships Committee and BRAC's partners.

2. Raising and managing funds

Together with the CEO, the Deputy CEO will lead the implementation of an ambitious fundraising strategy. The Deputy CEO will lead and guide staff on the achievement of fundraising targets, and the development of a healthy funding pipeline.

The Deputy CEO will:

- Diversify BRAC UK's current donor funding portfolio through identifying and nurturing relationships with potential new donors.
- Implement the strategy for building relations with corporate donors, trusts, foundations and philanthropic individuals.
- Build strategic partnerships with other development actors including ethical private sector bodies, NGOs and others, to promote effective joint working based on comparative advantage.
- Build and strengthen the funding partnership with the UK Government, and in particular the new Foreign, Commonwealth and Development Office on behalf of BRAC globally.
- Oversee the implementation of a major individual donor fundraising strategy, in particular to grow unrestricted funds.
- Build out new funding relationships with priority Bilateral and Multilateral donor agencies for BRAC UK, on behalf of BRAC.
- Develop and implement a strategy for BRAC to access innovative financial instruments for development such as Social Investment and Impact Bonds.



About the Role

The Deputy CEO and Director of Partnerships will also oversee timely and effective reporting and accountability to donors managed by BRAC UK and ensure compliance with all fundraising regulatory requirements and good practice.

3. Management

The Deputy CEO will provide leadership of the BRAC UK Partnerships team, including the Africa and Asia Programme Partnership Managers, Strategic Partnership Manager (Foundations and Private Sector), Strategic Partnerships Manager (Bi-laterals) and the Philanthropy Lead. This will include:

- Human resources: management, development, mentoring, monitoring and appraisal. The Deputy CEO will pay particular attention to identifying opportunities to develop staff capacities through mentoring and external training possibilities.
- Senior Management Team: as a member of the four person SMT, to provide overall leadership and management of BRAC UK and support to the Board of Trustees.

4. External relations and partnerships

The Deputy CEO and Director of Partnerships will work with others to develop an external stakeholder strategy that prioritises relationships of value to BRAC UK and the wider BRAC family.

The Deputy CEO and Director of Partnerships will be responsible for further developing BRAC UK's fundraising collaboration with other members of the BRAC global family: in particular, the Global Resource Mobilisation and Partnerships colleagues, BRAC Bangladesh, BRAC International, BRAC country teams in Africa and Asia and BRAC USA.

The Deputy CEO is expected to develop strong and trusting relationships between BRAC UK and its funding partners through high quality account management.



About the Role

5. Global Fundraising Coordination

As a member of the Global Partnerships Committee (with other members from BRAC Bangladesh, BRAC International, BRAC Global and BRAC USA) play a leading role in coordinating fundraising across BRAC. The Committee also oversees a number of systems and capacity development initiatives for BRAC as a whole, such as a Global CRM system and is leading the development of market entry plans into new fundraising markets for BRAC including the Middle East and Asia.

6. Safeguarding

The Deputy CEO and Director of Partnerships will be responsible for ensuring organisational safeguarding policies are upheld in all their interactions. Particular responsibilities include:

- Ensuring relevant due diligence on programme proposals is undertaken where BRAC UK is securing funding for those, enabling the programme to be delivered as safely as possible.
- Ensuring Partnerships staff are aware of their safeguarding responsibilities and the related organisational policies and procedures, including how to raise safeguarding concerns when appropriate.



Person Specification

Essential

Experience

- Leadership experience in an international development organisation.
- Strong fundraising experience and track record of results, with a particular focus on institutional donors.
- Experience and skills in the development of fundraising strategies.
- Strong knowledge and experience with UK Government funding, in particular from DFID and its successor FCDO.
- Experience of living and working in low and middle income countries.
- Understanding and experience of Major Donor Fundraising.

Skills

- Outstanding communication skills and ability to communicate effectively with people at all levels.
- Strong financial management and interpretation of data skills.
- Ability to build positive relationships remotely with a wide range of people across different countries.
- Excellent people management and leadership skills.
- Strong representational and negotiation skills.
- Outstanding fundraising and partnership development skills.

Qualities

- Energetic, determined & dedicated with a passion for BRAC's mission.
- Ability to inspire and lead a team.
- Willingness and ability to travel regularly to Africa and Asia.
- Able to work effectively and respectfully in a multicultural environment.
- Ability to work effectively at a distance from colleagues in Africa and Asia using communications technology.
- Ability to develop an organisational culture of respect and humility and ensuring strong safeguarding of programme participants, staff and volunteers.



Person Specification

Desirable

- Experience as a Fundraising Director or equivalent of an international development charity.
- Experience leading large fundraising initiatives e.g. £10m+.
- Experience leading a fundraising strategic planning process in a complex multi entity international organisation.
- Experience in bidding for commercial contracts.
- Knowledge and experience of innovative development finance (eg social investment, impact bonds etc).
- Country level leadership of NGOs.

Equal Opportunity Policy

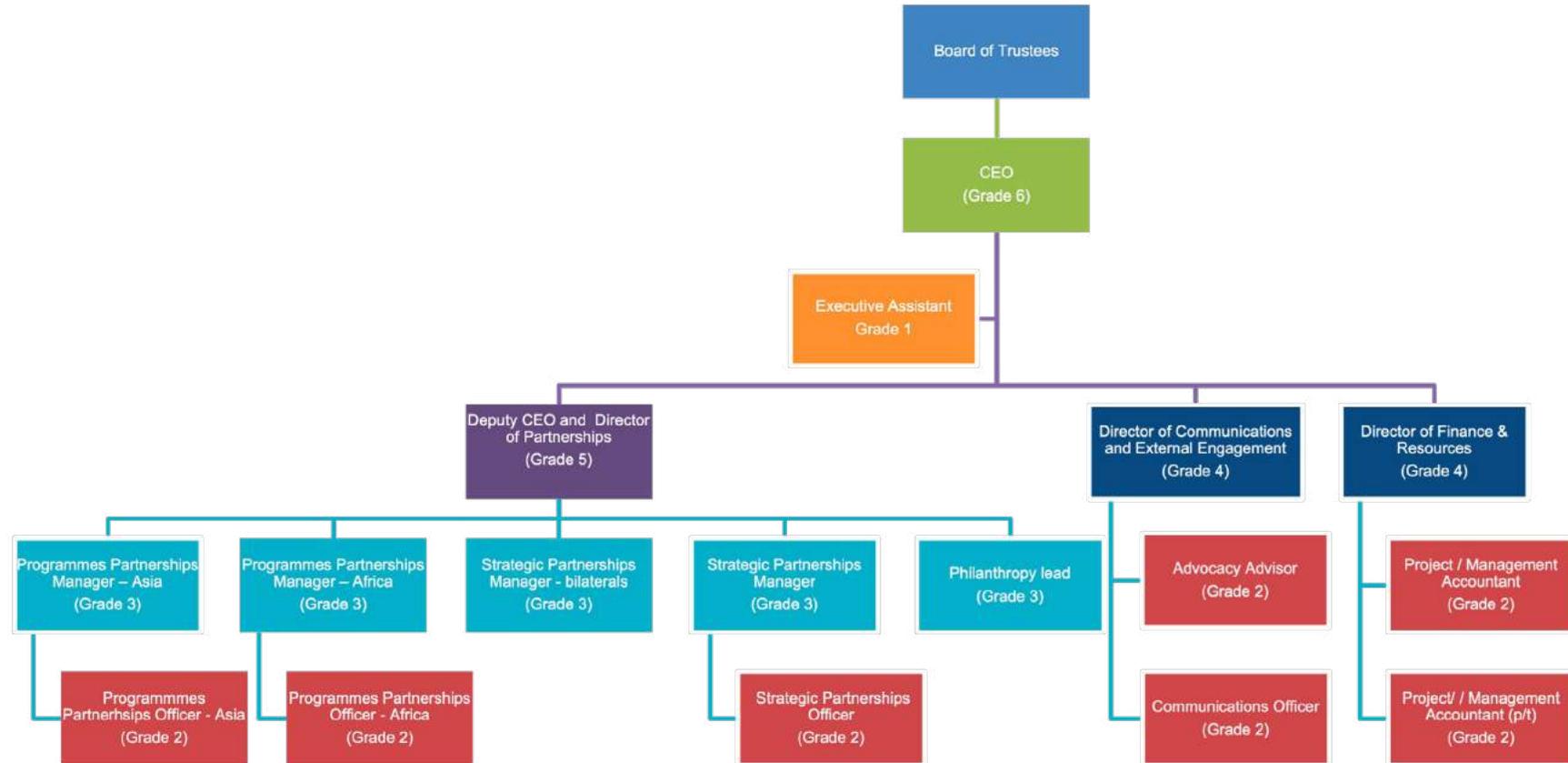
BRAC UK has an equal opportunities policy and ensures that no job applicant or employee receives less favourable treatment on the grounds of age, colour, culture, disability, ethnicity, gender, HIV status, marital status, nationality, religion or sexual orientation. The principle applies to recruitment, pay, terms and conditions of employment, promotion, training, career opportunities and service delivery.

Safeguarding

BRAC UK takes its safeguarding responsibilities seriously, and has a range of policies to support effective training and reporting to protect people, particularly children, at risk adults and beneficiaries of assistance, from any harm that may be caused due to their coming into contact with BRAC UK.



BRAC UK Organisation Chart



Additional details

Base: Southwark, London - hybrid working with at least 2 days in the office

Salary: £68,438 - £83,235

Nature of contract: Permanent

Holidays: 25 days per annum plus bank holidays. After one full calendar year has been completed, one additional paid annual leave day is provided per year, up to a maximum of a total of 30 days per year.

Pension: Up to 6% per annum into NEST scheme with matching (or exceeding) amount from staff member.

Additional benefits:

Season ticket loan

Opportunity to travel abroad to work on and support specific assignments and take part in a range of international development and fundraising events

Annual volunteer leave allowance

Unpaid leave considered

Flexible working policy

Time off in lieu for overtime

Business mobile phones available

Health checks

Learning, training, development and budget opportunities.



How to apply

Please apply by submitting a copy of your Curriculum Vitae (CV) and a covering letter, not exceeding two pages, highlighting your suitability for the position and why you are interested, by [clicking this link](#).

All applications will be treated in the strictest confidence.

If you require an informal conversation prior to applying to this role, please contact Suzie Groves via talent@aawpartnership.com.

Closing date: Monday 6th February 2023, 9am GMT.

Please note – this opportunity is likely to attract a large amount of interest and we will be longlisting throughout the campaign. Please do apply early to register your interest.

PLEASE NOTE THE FOLLOWING INFORMATION:

Note, if you would prefer a more accessible version of this pack in Microsoft Word, please send a request to talent@aawpartnership.com.

Longlisted candidates will be invited to attend an AAW Assessment on Tuesday 14th or Wednesday 15th February. From these meetings, the final shortlist will be confirmed.

Shortlist: If you reach the final shortlist, all candidates will be required to attend first round virtual interviews with BRAC UK in the week commencing 20th February and second round in the week commencing 27th February.



Find out more about BRAC

BRAC was founded in Bangladesh in 1972 by Sir Fazle Hasan Abed, and today is a global leader in developing cost-effective, evidence-based poverty innovations in extremely poor, conflict-prone and post-disaster settings. These include programmes in education, healthcare, microfinance, girls' empowerment, agriculture, human and legal rights, social enterprises, a bank, a university and the world's largest mobile money platform.

For more on our vital work visit www.bracuk.net





THANK YOU

AAW
GROUP