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| **JOB DESCRIPTION** |
| **Job Title:** | Fundraising Director (Ireland and UK) |
| **Company:** | Gorta – Self Help Africa (GSHA) |
| **Organisation** | GSHA is a leading INGO focused on agriculture and agribusiness as the engine of growth for smallholder farmers in Africa. We believe that innovation and disruptive change are the true catalysts of development. Our approach is collaborative and market based, although we see our primary clients as smallholder farmers in Africa, we work with all participants in the agricultural value chain. SHA (UK) is a wholly owned subsidiary of GSHA. The Fundraising function is responsible for fundraising across Ireland and the UK. |
| **Department:** | Fundraising |
| **Location:** | Dublin |
| **Contract Type:** | Two Year Fixed-Term Contract |
| **Hours:** | Full time 37.5 hours per week Monday - Friday |
| **Reports to:** | CFOO initially. Executive Director in due course. |
| **Salary:** | Commensurate with experience  |
| **Purpose:** | GSHA is looking to recruit a Fundraising Director to lead the unrestricted Fundraising function across Ireland and the UK. This post will have responsibility for designing, developing and implementing the unrestricted strategic fundraising plan. Working closely with a wide range of stakeholders, the role will also liaise with Self Help Africa US Inc., to maximise income potential. |
| **Key Responsibilities:** | * Strategic planning, development, implementation and management of the Fundraising approach across Ireland and the UK
* Provide and deliver on a fundraising strategy and annual plans which enable the organisation to achieve its strategic and operational goals across Ireland and the UK
* Establish a framework to provide longer-term future income for Gorta-Self Help Africa
* Lead, manage and develop a cross-functional fundraising team to achieve agreed annual targets
* Manage and develop the organisation’s existing fundraising channels and relationships with supporters and third-party fundraising
* Expand the organisation’s fundraising activities including through regular giving, corporate partnerships and events to deliver a sustainable, successful and diverse portfolio
* Manage donor engagement, maintain high quality communication and engagement with donors, establish high rates of donor retention and satisfaction
* Maximise use of relevant communications channels, with particular emphasis on digital
* Engage with the Senior Management Team, to position the Gorta-Self Help Africa brand in Ireland and the UK
* Design information management processes to accurately evaluate campaign results
* Apply gained insight to direct future fundraising initiatives
* Prepare and manage Departmental budgets, to achieve Income and
* Ensure application of best practice with regulatory and legislative compliance
* Provide clear and supportive leadership to the Fundraising teams
* Contribute, as a member of the Senior Management team, to the overall strategic direction, management and growth of the organisation
* Team building, development and creation of a motivational environment
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| **Key Relationships:** | **Internal*** CFOO (interim) / Executive Director (Line Manager)
* Senior Management Team
* Fundraising Manager UK
* Head of Communications
* UK Director (Programme Funding)
* HQ Programme Department staff
* HQ Finance staff
* Country Directors and Heads of Programmes
* Self Help Africa US Inc.

**External*** Donor stakeholders
* Donor staff
* Partners (NGOs, private sector, academic institutions).
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| **Knowledge, Experience & other Requirements** | **Essential*** A minimum of 3 years’ experience in a senior leadership role within a fundraising team covering a diverse fundraising portfolio
* Experience of developing and implementing a successful fundraising strategy, with a proven track record of growing income and achieving targets within Ireland and the UK
* Experience in leading, inspiring and being part of a fundraising team
* Evidence of building, managing and developing key fundraising relationships
* A proven ability to build relationships at the most senior level and with high-net-worth individuals. Interest, enthusiasm and affinity with fundraising and working with people
* An understanding of the not-for-profit/philanthropic landscape
* A third level qualification in a relevant discipline
* Outstanding written and oral communication skills, with excellent interpersonal, networking and influencing abilities
* Excellent project management, people management and planning skills
* A focus on results with the ability to manage multiple demands and work under pressure
* A full clean driver’s license with the flexibility to travel and perform occasional evening and weekend work
* Highly analytical
* Good commercial acumen
* Commitment to the work of Gorta-Self Help Africa
* Experience with Management Information Systems
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**GSHA is an Equal Opportunities Employer**