



Charity People
PERMANENT AND TEMPORARY

JAM
HELPING AFRICA HELP ITSELF

Joint Aid Management (JAM) International

Head of Development

October 2021

INTRODUCTION

Thank you for your interest in the Development Director / Head of Development role with JAM International.

As the world continues to grapple with complex humanitarian challenges such as COVID-19 and the increasing effects of climate change, JAM remains focused on providing emergency relief, health and nutrition, education and water, hygiene and sanitation interventions to vulnerable communities in Africa - in dignified and sustainable ways.

A trusted partner to some of the largest international aid organisations, we work with local teams on the ground in Africa to support vulnerable communities. We implement programmes extensively for UN organisations like WFP, FAO and UNICEF. Our vision is to see an Africa that Thrives. Through our affiliate offices in the US, UK, Germany, Switzerland, Australia, Austria, Norway and Canada we have an ambitious fundraising growth strategy, with particular emphasis on grants.

As our operation grows, we are now looking to recruit a Head of Development to take overall responsibility for the successful running of business development functions. Working with Affiliates, Country Directors, and the Senior Management Team, you will co-ordinate all aspects of our income generation strategy and development processes with the aim of meeting strategic targets across the group.

This is a unique and exciting opportunity for an inspirational development leader to take on this career defining role. You'll have a successful track record of driving income growth and working collaboratively with internationally dispersed teams. We are on a significant growth path and we're looking for someone with exceptional over-sight of complex team structures and multilateral funding models, including impact investment, as well as experience of scaling up operations and international business development.

If you are driven by the desire to make a positive impact on society and excited by the potential of harnessing further international support for vulnerable communities in Africa, then we can't wait to hear from you.

Simon McGregor
Chief Development Officer, JAM International

<https://www.jamint.com/>



ABOUT JAM



Serving Africa is not what we do but who we are, we are African's serving Africa. Joint Aid Management (JAM) is an African humanitarian aid and development organisation, operating sustainable programmes targeting the most vulnerable children and communities in Africa. We operate on a fully inclusive basis, without discrimination of race, religion, gender, or political persuasion.

Founded in 1984 by South-African-born Peter and Ann Pretorius, JAM is an African, multi-national Non-Profit Organisation.

For more than three decades, we have served the children of Africa, using sustainable interventions in our mission to provide food security, nutrition, water, and sanitation to vulnerable communities in Africa in dignified and sustainable ways.

From initially only providing lifesaving nutritional relief in one country, JAM has grown to provide localised programme interventions to assist the needs of many developing nations in Africa. Today, JAM's growth as an aid and development organisation closely mirrors the strong development progress in the countries in which we work: Angola, Mozambique, Rwanda, Sierra Leone, South Sudan, South Africa, and Uganda.

OUR PARTNERS

When we first began, it was in response to a devastating famine in Mozambique that soon saw us assisting hundreds of African communities, through sustainable programmes in the fight for a better future for Africa and her Children. To achieve this we have gained the loyal support of individuals and organisations including churches, non-governmental organisations, local and national governments, local and international corporates, and private donors, to become one of the largest African aid and development organisations.

OUR VISION

An Africa that thrives.

OUR PURPOSE

To eradicate hunger, poverty, and malnutrition in Africa.

OUR MISSION

To provide food security, nutrition, water, and sanitation to vulnerable communities in Africa in dignified and sustainable ways.



THE ROLE

Job Title	Head of Development
Department	JAM International
Reports to (Function)	Chief Development Officer
Location	South Africa, UK, or Europe
Salary	£70k-£90k, depending on experience

KEY PURPOSE

This is a key leadership role within the senior management team at JAM International. As Head of Development, you will have overall responsibility for the successful running of our business development functions and provide strong operational leadership to the team. You will work with Affiliates, Country Directors, and the senior management team to co-ordinate all aspects of income generation and development processes with the aim of meeting strategic targets across the group.



KEY RESPONSIBILITIES



- Work with the Chief Development Officer (CDO) to lead Affiliates and Country Offices in shaping and implementing income generation strategy
- Contribute to the creation and execution of the income generation strategy for short, medium, and long-term resource mobilisation, partnering with business development leads across JAM's global footprint to secure funds and further partnerships, ensuring sustainable growth
- Ensure that the Grants Unit is sufficiently resourced and provides the required services to Affiliates and Country Offices and contributes directly to meeting grant related revenue target
- Inspire, manage, and develop all members of the business development team
- Work closely with Programmes teams to ensure the design of innovative programmes that leverage cross-organisation know-how and expertise
- Work closely with the Finance team to ensure programmes reflect JAM's commercial and budgetary requirements
- Leverage JAM's existing networks and nurture new partnerships with bilateral and multilateral donors (e.g. USAID, USDA, EU, FCDO, World Bank, UN Agencies), research and technical partners and partner NGOs
- Ensure that the team is engaged at a strategic level and build core relationships with bilateral and multilateral donors as well as partner NGOs in alignment with group strategy
- Support Country Offices to acquire and manage the resources that they need to meet revenue targets
- Provide leadership and guidance in the formulation of policies and procedures as well as mechanisms for monitoring compliance and consistency in their implementation
- Work with Country programmes teams in identifying, tracking and regularly updating institutional revenue opportunities
- Collaborate with the whole group to leverage corporate partnerships in institutional bids for higher-value revenue and/or strategic requests of institutional donors
- Support the adoption of Salesforce Not-for-Profit Success Pack for Grant and Income Tracking within JAM Group including JAM Affiliates and JAM International

PERSON SPECIFICATION

Qualification, Experience, Knowledge and Skills

- Bachelor's Degree in Business Administration or equivalent professional experience
- Excellent track record of achievement in setting and meeting or exceeding ambitious income targets
- Significant multi-cultural leadership and management experience with a successful track record gained at a senior level, in a similar role, in the international development sector
- Excellent understanding of the funding landscape, with knowledge of the latest developments, particularly in the Canada, US, UK and the EU
- Expert knowledge of fundraising laws and practice, including standards and best practice
- Experience in developing and implementing innovative fundraising strategies, and the ability to spot, develop and exploit potential across a range of income streams
- Ability to coach and support experienced senior professionals, providing necessary direction and guidance; managing by objectives while delegating the detailed management of their teams and specialised areas of content
- Excellent communication, presentation, and interpersonal skills with the ability to persuade and to resolve conflicting opinions and interests
- High personal integrity and commitment to providing strategic, professional, responsive fundraising consistent with our culture and objectives
- Strong team player with proven ability to collaborate constructively and find solutions to achieve objectives while building and maintaining good relationships at all levels
- Ability to travel



Desirable

- 5 years' experience in providing operational leadership in more than one function or country
- Strong international networks with broad contacts across private and corporate Foundations and institutional donors
- Knowledge, experience and understanding of impact investment

HOW TO APPLY

Please send your CV and a supporting statement addressing the points below to philippa@charitypeople.co.uk

Please send all documents in Word format.

Guidance for your supporting statement
On no more than one side of A4, please summarise your suitability for the role. Please outline why you are applying for this role and use the job description and person specification to show how you meet the requirements of the role with examples of previous experience.

We are also interested to hear what you see as the personal contribution you will make to the charity at any level, what really motivates you in your working life, and where you see the opportunities and challenges for JAM International going forward.

Timeline

Closing date for applications	17 Dec
Interviews with Charity People	20 – 22 Dec
First stage interviews with JAM	w/c 3 Jan 2022
Second stage interviews with JAM	w/c 10 Jan 2022





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Three Tuns House, 109 Borough High Street, London, SE1 1NL

+44 (0)20 7939 7439

info@charitypeople.co.uk

<https://www.charitypeople.co.uk/>



@charitypeople