

**Head of Funding**  
August 2023



## Background

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Saferworld is an independent international organisation working to prevent violent conflict and build safer lives. We work with people affected by conflict to improve their safety and sense of security, and conduct wider research and analysis. We use this evidence and learning to improve local, national and international policies and practices that can help build lasting peace. Our priority is people – we believe in a world where everyone can lead peaceful, fulfilling lives, free from fear and insecurity. We are a not-for-profit organisation operational across Africa, Asia and the Middle East, and in policy/advocacy locations in Beijing, Brussels, London, and Washington DC.

The success of our organisation's mission depends on people. Capitalising on what is unique about individuals and drawing on their different perspectives and experiences will add value to the way we work. Saferworld is committed to the principles of equality of opportunity for all and seeks to promote a positive approach to equality and diversity and within the scope of the relevant legislation, to have a workforce and working environment

that is free of discrimination, prejudice, stereotyping, harassment, victimisation and undignified behaviour. We oppose all forms of unlawful or unfair discrimination.

Following the re-launch of a forward-looking 10- year strategy, we are seeking a dynamic and experienced Head of Funding who thrives in a values-driven environment and is keen to make their mark in an internationally respected peacebuilding organisation. Our strategy inspires greater alignment to a people-centred view of change, including a more equitable distribution of resources between our programme partners and what is necessary for our operations. There is a need to drive innovation, new business opportunities, and vital coordination in fundraising across the organisation through the shaping and alignment of organisational activities in ways that will deliver results. Averaging £20m annual income, Saferworld has an established and highly effective fundraising mechanism that provides a substantial base for the new Head of Funding to build from and extend.

## The role

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### Job title

Head of Funding

### Location

London, Nairobi, Kampala, Bishkek or other locations where Saferworld has presence may be considered. National T&Cs will be offered and the right to work in that specific country will be required

### Reporting to

Director of Business Performance

### Management responsibility

## Job purpose

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The position will be working directly with a core team of direct reports and liaising with fundraisers deployed across the organisation the Head of Funding is responsible for both actively shaping the income profile and driving sustainable growth in income in alignment with Saferworld's Global Strategy. The person will seek to refine the flexibility and diversity of sources of income to resource Saferworld's ambitious peacebuilding objectives and its commitment to Partner fundraising, while actively promoting cross-organisation

3–4 Direct Reports  
(exact structure of the function will be shaped by the successful candidate)

### Type of position

National

### Grade and salary

Salary commensurate with seniority of the post. Based on the location of the applicant, the National Salary structures of the corresponding country will apply

### Contract terms and hours

Open Ended and 37.5 hours per week

collaboration and innovation with colleagues who have fundraising responsibilities.

This position will suit a candidate ready to embrace our values and vision, able to accelerate new income streams and help secure greater diversification across our funding base. It is an exciting opportunity to play a strategic role in the shaping of the fundraising and resource mobilisation approach taken by Saferworld.



# Roles and responsibilities

## 1. Diversify and strengthen Saferworld's income base

- Lead and facilitate a cross-organisational approach to the pursuit of new and complementary income streams with potential to diversify Saferworld's funding profile, based on a calculated return on investment.
- In collaboration with the FLT, develop strategies and income targets for donor engagement that can be adopted by programme, senior management and Board of Trustees leads to cultivate innovative funding opportunities.
- Work with teams and the Partner organisations they collaborate with to signpost potential opportunities and content, particularly from new income streams such as digital solicitations, foundations or high net worth individuals.
- Collaborate with Communications teams to develop compelling marketing material for persuasive fundraising and applications.
- Ensure that the organisation identifies and works with Partners to co-create areas of work, supports collective consortia bid development to achieve novel and new ways of resourcing Saferworld's activities.

## 2. Maintain a strategic overview of funding

- Inspire a coordinated and strategic approach to funding relationships and income generation actions with those who have fundraising responsibilities – guided by funding targets and, where relevant, commercial contracting insight – consistent with the organisation's priorities and core values.
- Oversee the completion of annual and three-yearly fundraising targets and budgets for individual income streams – in consultation with programme, policy and core function leads – informed by external funding trends analysis and in alignment with the organisation's strategic priorities.
- Lead the Funding Leadership Team (FLT), and work with colleagues from across programmes in building strategies to influence donors to adopt appropriate and flexible funding models, supportive of local led approaches.
- Support the effectiveness of the FLT and the Prospect Researcher in their role to track and adjust cross-organisational fundraising and income-generating priorities, improving internal processes and ways of working, and guiding positive donor relationships.

- Work closely with the Director of Business Performance to fully engage with the Executive Director and Board of Trustees to drive forward progress on fundraising performance.

## 3. Business development

- Cultivate an entrepreneurial approach to innovative funding and resource mobilisation approaches and embed this within the organisation more broadly.
- Play an active role in both the advancing of, and the effective production of, innovative substantial major proposals with others set the tone and standards to achieve high quality funding applications and manage the refinement of internal processes for each stage – from funding opportunity notice through to contract signing (including contract negotiations and donor compliance).
- Actively develop consolidated approaches to proposal development working across the breadth of the geographic and thematic areas covered by Saferworld to enable adequate resourcing of Saferworld's strategic ambitions while at the same time actively enabling partner driven implementation.

## 4. Provide collaborative management

- Manage a core fundraising team and ensure that active functional relationships with colleagues responsible for fundraising is embedded across the organisation.
- Foster a target-driven business partnership approach among programme and core function leads, supporting them in understanding and maintaining agreed organisational fundraising standards, and in responding to annual and longer-term funding priorities and income targets.
- Work closely with finance and programme leads to ensure streamlined income and expenditure responsibilities, while driving clear and full cost recovery.
- Ensure that performance data and analysis, and lessons from fundraising experience and performance, are regularly shared and acted upon.
- Update funding procedures and protocols so they remain relevant and user-friendly and are being used, including the full implementation of the organisational database and its direct benefits for fundraising.
- Play an active role as a senior leader in the organisation, supporting organisation-wide initiatives and role modelling behaviours and approaches aligned to organisational culture and values.

## Key working relationships

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### Senior/Function Directors

– reporting to the Director of Business Performance, maintain close working relationships with the Senior Management Team at the strategic level and the Board of Trustees as required.

### Funding Leadership Team

– work closely with, the FLT to inspire a coordinated and strategic approach to funding relationships and income generation in line with the organisational strategy and income priorities, and to monitor performance.

### Programme and Core Function Leads

– maintain regular contact with programme and core function leads, such as Strategy, Communications, People, Finance and Operations, and promote collaborative working across all parts of the organisation.

### External Stakeholders

– maintain and establish good working relationships with key donors, commercial partners and peer organisations.

## Scope and accountability

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### Decision making and limits of authority

- Ensure protocols are in place to guide fundraising-related decision-making
- Facilitate decision-making around strategic funding issues

### Financial resources

- Oversee budget of centralised funding team

### Other resources

- Appoint and manage external consultants/support when needed

### People management

- Direct line management of the core funding team.
- Regular engagement with the FLT and others with fundraising responsibility

### Legal, regulatory and compliance responsibility

- Review commercial contracts and ensure donor compliance, for example with IATI
- Oversee and maintain protocols to ensure organisation-wide fundraising-related compliance, including storing of data



## Person specification

### Knowledge, qualifications and experience

- Significant experience as a leader in a funding environment with strong managerial skills across multiple income streams – with proven international experience – and a record of projects funded, including fundraising beyond government / multi-lateral funding.
- Track record of successfully motivating, mentoring and managing a team and working with that team to think laterally and explore contemporary approaches to fundraising in multiple areas.
- Proven experience of identifying and securing new business opportunities in a for-profit / commercial or non-profit/NGO setting, including the raising of both restricted and unrestricted funds.
- An understanding of programme design and development with prior

- programming experience beneficial.
- A record in confidently developing networks, building alliances and nurturing ideas and relationships with individuals, new collaborators and funders – including avenues for income generation.
- Experience of developing and embedding cross-organisational systems and processes, and analysing performance data.
- Experience of building funding pipelines and of planning and managing budgets, including commercial budgets.
- Specific experience of digital fundraising desirable; experience of bidding for and managing commercial contracts highly desirable.
- A sound knowledge of the UK's civil society/charity regulatory requirement is desirable.
- Membership for affiliation with a professional institutional body is desirable.

### Skills and abilities

- A strategic thinker who can see the bigger picture, spot opportunities and operate with initiative and drive.
- Organised, with attention to detail, and pragmatic in approach.
- Good understanding of marketing and an ability to convey the organisation's mission and added value to a range of audiences at different levels of seniority and experience.
- A flexible and strong team player with good interpersonal skills who builds on colleagues' knowledge and expertise to develop innovative ideas and positive learning.
- Able to prioritise and manage a diverse and demanding workload, meet deadlines, and deal with unexpected changes.
- A good understanding of programme design and the translation of complex ideas into fundable proposals.
- Excellent writing skills with attention to detail, along with spoken English and another major international language would be desirable.
- Communicate sensitively and effectively with a wide range of people, including across cultures and with those at a distance.



## Personal qualities

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- Lead by example, role model leadership qualities and create a safe and respectful environment for all staff
- Commitment to gain knowledge of the full range of activities across the organisation
- Commitment to improving international engagement in conflict affected contexts
- Commitment to and compliance with Saferworld's safeguarding principles
- Commitment to respect and value equality and diversity, and understanding of how this applies to own area of work
- Commitment to own continuing personal and professional development
- Commitment to the vision, mission and values of Saferworld

## Other requirements

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- Key member of the leadership team
- Able to travel internationally as when required.

## How to apply

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**To apply:** We are partnering with Red Sea Executive Search for this appointment. Please apply through their website at the following link:- <https://www.redseasearch.com/job/head-of-funding>

Need help? Should you require access to information in a different format or have trouble uploading your

application please write to Red Sea via [applications@redseasearch.com](mailto:applications@redseasearch.com)

**Recruitment timeline:**

**Closing date:** 17th September 2023

**Red Sea interviews:** w/c 25th September 2023

**Saferworld interviews (tbc):** w/c 2nd October 2023

Photo credit: Saferworld

**SAFERWORLD**  
PREVENTING VIOLENT CONFLICT. BUILDING SAFER LIVES



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### **Saferworld**

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