

Chief Philanthropy Officer

Candidate
Pack



OPPORTUNITY
International

Opportunity International Chief Philanthropy Officer

For over 50 years, Opportunity International has been working toward one bold vision: a world in which all people can achieve a life free from poverty, with dignity and purpose.

Every day, our global staff, partners, and donors work together to help families living in extreme poverty build sustainable livelihoods and send their children to school. Through innovative solutions, partnerships with local financial institutions, digital technology, and human-centered design that always puts our clients and their needs first, we are moving the needle on generational poverty in over 30 countries around the world.

Today, we invite you to join us in our mission. We are looking for a Chief Philanthropy Officer to help us step into our next season of growth and impact.

At the end of 2022, we concluded our historic “Waymaker” campaign, which raised over \$100 million in philanthropic capital and released more than

\$1 billion in funds to clients through our financial institution partners.

Following the success of this campaign, we launched a three-year strategic plan (2023-2025) to deepen and broaden our work in education finance, agriculture finance, microbanking, and digital financial services and sharpen our focus on serving extremely poor households, including pilots like a graduation model for people living in ultra-poverty, savings groups, and health and safety initiatives.

To realize this plan, we need consistent, reliable funding and a leader who can harness the strengths of our fundraising team to serve and grow our donor community.

The Chief Philanthropy Officer will be a key member of our executive team, overseeing our philanthropy, marketing, and communications teams. It’s an opportunity to design, develop, and deliver fundraising, social media, communications, and branding

strategies that engage donors and scale charitable giving, all with one goal: to help more families break the cycle of poverty.

If you’re excited by the prospect of joining a dynamic global team that is committed to big goals, innovative solutions, and an unrelenting commitment to families living in extreme poverty...

If you’re a proven executive leader with experience managing diverse teams...

If you’re a creative, successful fundraiser with a strategic vision for how to engage more donors and raise more support...

If you’re ready to play your part in ending extreme poverty...

We want to meet you.

This is not an easy role—but it’s a critical one. If it sparks interest, passion, and a calling in your mind and heart, we look forward to hearing from you.



Atul Tandon, Chief Executive Officer



Florence, a soya, groundnut, and maize farmer in Malawi, with two of her grandchildren.

About us

Opportunity International is an international nonprofit organization that designs, delivers, and scales innovative financial solutions that help families living in extreme poverty build sustainable livelihoods and access high-quality education for their children. We equip families with the tools and training they need to build their businesses, improve their harvests, provide for their families, send their children to school, and break the cycle of poverty.

Driven by Jesus' call to love and serve the poor, Opportunity remains singularly focused on its mission: To empower people living in poverty to transform their lives, their children's futures, and their communities. Over its 53-year history, Opportunity has developed innovative programs that use financial services, training, and support, including trust group lending, savings and loans groups, microbanking, microinsurance, agriculture finance, education finance, financial services for refugees, technical and vocational training for youth, and more, to address and alleviate the economic challenges facing those living in poverty around the world.

Today, in partnership with like-minded organizations, supporters, and practitioners around the world, Opportunity is building a worldwide movement striving to end extreme poverty in our lifetimes.



THE ORGANIZATION'S IMPACT OVER THE PAST 53 YEARS

HAS RESULTED IN SIGNIFICANT ACCOMPLISHMENTS

THAT SPAN ACROSS:

Banking for the Poor

- Created 70 finance institutions and 53 microfinance institutions, banks, and savings and loan companies.
- Loaned over \$19 billion to more than 25 million clients since our founding in 1971.
- Currently serving 16.3 million savers and 8.4 million loan clients, with an average deposit size of \$44 and an average loan size of \$350, in 19 countries across the developing world.
- Opportunity's Microfinance Plus model brings financial resources, training, and support to our clients' doorsteps.
- To serve those being left behind by traditional microfinance methods, Opportunity is bringing our proven 3-pronged model of tailored financial tools, relevant training, and group support to developing programs with Savings Groups and with Ultra-Poor Graduation Programs – methodologies practiced over many years by capable organizations, that we are combining with our global network of financial partners, to move those at the bottom of the economic ladder from survival to a sustainable livelihood.

Agricultural Finance

- Launched in 2008 as a pioneer in this space.
- Currently releasing \$74 million in smallholder farmer loans to reach 273,000 rural households or more than 1.4M people in subsistence agriculture communities in Africa (FY23).
- Currently financing smallholder farmers in 6 countries: DR Congo, Uganda, Malawi, Ghana, Mozambique, and Rwanda – and actively working on expanding to Nigeria and Kenya.
- Scaled beyond production finance products into agricultural SME, post harvest, and mechanization/asset finance to address constraints in access to capital and business skill development for agribusinesses.

- Established farmer support agent networks providing good agricultural practices (GAP) training to farmers digitally.
- Developed a first-of-its-kind generative AI tool to give farmers in Malawi quick answers to farming questions – based on the government-approved handbook.

Education Finance

- Started in 2009 – and is now a global leader in the education finance space.
- Designed our school improvement loan product for school proprietors to build new classrooms, computer labs, and seats for education; hire teachers (formal employment); and hire services in related fields such as construction, catering, and uniform tailoring (indirect employment).
- Designed our school fees loan product for parents to send all their children to school and meet cash flow needs when fees are due.
- Currently delivering Education Finance services in partnership with 99 financial institutions in 24 countries in Africa, Asia, and Latin America.
- Currently releasing \$434 million in lending, including \$223 million for school improvement and \$34 million for school fees.
- The program has impacted 12.9 million students cumulatively (Nov '23).



Leadership and looking ahead

Atul Tandon became CEO of Opportunity International US in October 2016.

His work has spanned several sectors, including consumer banking, e-commerce, consumer insights, and health and human services at esteemed organizations including Citibank, World Vision, and United Way Worldwide. Since joining Opportunity, Atul has led the organization through a period of stabilization and significant growth.

In fiscal year 2022, Opportunity raised \$33.1 million through charitable support. From 2020-2022 the organization's Waymaker Campaign raised \$101 million in donations – which, through local financial institutions and partners, is being multiplied 10x to put an estimated \$1 billion to work building sustainable livelihoods and sending children to school.

For more information, please refer to the Opportunity International US website at www.opportunity.org or download our latest reports at the following links

Annual Report 2022 ▶

Impact Report 2023 ▶



Atul Tandon
Chief Executive Officer

The ideal candidate

Opportunity International US (Opportunity) is seeking an experienced, enthusiastic, and energetic leader who feels called to the mission of Opportunity and specifically to mandate to build a large, vibrant and very engaged supporter base for Opportunity, in the United States.

The ideal candidate will be an extraordinary leader of unquestioned personal and professional integrity, operational excellence, and US-focused business development experience, either in the non-profit or commercial sectors, while displaying approachable humility.

The ideal candidate is already a C-level player with a proven track record of building and leading businesses and teams focused on high net worth households, in the Service Sector.

The ideal candidate will have experience working closely with a Board, CEO, staff, and other constituents to achieve ambitious revenue and customer acquisition goals in a fiscally responsible manner.

The candidate will have strong communication skills, both written and verbal, and the ability to represent the organization and its mission effectively to a diverse array of audiences. They will have the capacity to think strategically, execute with excellence, and build teams and people effortlessly.

The ideal candidate will be a warm, collaborative individual with the ability to quickly gain a real understanding of Opportunity's unique culture and mission; a proven ability to take a front-facing role as lead advocate and fundraiser for Opportunity's mission; and a readiness to be a key partner to the CEO and Board in cultivation activities. Above all, the candidate will have unquestioned judgment and ethical standards and a demonstrated commitment to diversity and inclusion.



Farmer training in Rwanda

The role

The Chief Philanthropy Officer (CPO) reports directly to the CEO and is a member of Opportunity International's Executive Leadership Team. The CPO oversees a team of approximately 25 staff and has a rare opportunity to lead a thriving, mission-driven institution and build a large and vibrant donor and supporter community, a strong social and marketplace brand and, most importantly, scale charitable giving to enable the organization expand its missional outreach and outcomes.

The CPO will design, develop, and deliver a fundraising, social media and communications and branding strategy to engage individual donors and supporters; oversee all fundraising marketing and communications functions, including Development, Mass and Mid fundraising, Social Media, Event Management, Communications, Proposal writing, Reporting, and Data Analytics etc.

The CPO will lead Opportunity's national teams of private fundraisers focused on engaging high-net-worth individuals and philanthropists, mid-level donors, sustainers, annual givers etc. As well as oversee Opportunity's marketing and communications teams to build public awareness and engagement.

The CPO will have four direct reports: Senior Vice President of Philanthropy, Senior Vice

President of Philanthropy Services, Sr. Vice President of Marketing, and Vice President of Communications.

The Chief Philanthropy Officer will be accountable for building a large base of donors and raising revenues which enable Opportunity to deliver on its missional and strategic goals. To that end, the CPO will set strategies that enable Opportunity to maximize both the value and number of long-term donor relationships, as well as expand the base of Opportunity's donors. They will build necessary people, platforms, products, and processes; evaluate strategies regularly; and adjust systems as needed to achieve strategic goals.

The Chief Philanthropy Officer will take a very hands-on and active role in building a large donor base, a rapidly growing donor engagement platform, and a world-class resource development team.

The Chief Philanthropy Officer will be a champion of Opportunity's Values, its Vision, Mission and Motivations to be a place where Good Samaritans of all stripes can gather to help build a better life for people living in poverty. This person will bring commitment, ideas, and energy to enable Opportunity's workforce to live out our values ~ Commitment, Humility, Respect, Integrity and Transformation.

KEY RESPONSIBILITIES

Strategy

- Design, develop and deploy a clear recruitment and retention strategy that enables Opportunity to grow its individual donor base, across high net worth, mid-range and Sustainer supporters, rapidly.
- Build our public engagement strategy, PR capacity, and social media presence to enable Opportunity to present its cause and case to key constituencies on a massive scale.
- Increase the effectiveness of the organization's private donor fundraising programs.
- Define and lead engagement strategies for our critical donor groups and support recruitment, retention, and engagement within those groups.
- Build the necessary people, platforms, products, and processes required to deliver on the private donor fundraising and communications strategies.
- Serve as a key member of the executive leadership team, ensuring that the organization's values, mission and Christian motivation permeate all levels of the organization.

Private Giving

- Lead the private giving team to engage current donors, bring back those who have left, and recruit new donors and supporters to our cause.
- Build the people, processes, platforms, and products needed to achieve the organization's goals.
- Build a large mid-donor program for Opportunity
- Invest in and build a strong Sustainer donor base at Opportunity ~ this is a new venture for Opportunity.
- Define and build Opportunity's donor affinity programs ~ Board of Governors, Ambassador's Council, Board, Alumni etc.
- Launch Opportunity's non-cash giving products
- Help Board members, the Chief Executive Officer, other Executive Officers, and other colleagues identify, cultivate, and engage existing and prospective donor relationships.
- Oversee and support the planning, development, and implementation of the organization's marketing strategies, volunteer engagement, communications, and public relations activities, both internal and external.
- Direct the efforts of the marketing and communications teams and coordinate at the strategic and tactical levels with the other functions of the organization.

- Articulate and maintain the organization's desired image and position with consistency across communications to all key stakeholders, both internal and external. Seek to protect and enhance the brand and presence of the organization.
- Effectively represent the organization in public and private forums – to partners, donors, donor prospects, regulators, media, and the Board of Directors.
- Ensure that private giving, marketing, and communications maintain the organization's values, mission, vision, and strategic plans.

Planning & Budgeting

- Set fundraising goals that help Opportunity reach its objectives of outreach, financial viability, and transformation.
- Ensure proper planning, including goal setting, strategy identification, benchmarking, and evaluation to support development efforts.
- Establish revenue goals and implement performance metrics, objectives, and benchmarks using data analytics to drive decision-making for the team regarding programs and new initiatives.
- Ensure sound financial management of the resource development and communications functions.
- Develop annual budgets in support of the team's operating plans.

REQUIRED COMPETENCIES

Setting Strategy

- Quickly grasp the opportunities and challenges of Opportunity and the role.
- Strong analytical mindset that uses data to support thinking and decision-making.
- Flexibility to create nuanced plans and objectives that adapt to the situation and/or partners at hand, while creating an inspirational future for the organization as a whole.

Executing for Results

- Able to set clear and challenging goals while committing the team to improved performance, tenacious and accountable in driving results.
- Capacity to set priorities and achieve goals, individually and for teams. Balances financial wisdom and prudence with innovation and calculated risk-taking.

- Significant experience in major gift fundraising and marketing to high-net-worth individuals and businesses.
- Collaborate with CEO and his office on the management of key prospects and high priority donors.
- Able to build genuine, productive relationships and use them strategically to further the goals of Opportunity.
- Able to empower and inspire others to think creatively about opportunities.

Leading Teams

- Provide leadership that will challenge, inspire, and motivate the range of people involved in and with Opportunity locally, nationally, and globally.
- Lead cross-business services teams effectively.
- Operate at a senior general management level.
- Focus on getting results, building teams, developing culture and team spirit, partnering with peers, and managing CEO and board relationships effectively.
- Strong focus on building and managing day-to-day operations, processes, and platforms.
- Proven ability to recruit, mentor, lead, and develop a diverse staff, and a track record of building high-performing and loyal teams.
- A flexible, inclusive approach to leadership, which adjusts to different audiences and gives focus to colleagues' work.
- The personal inclination and professional ability to be a positive and unifying figure who can lead by influence and example to create an integrated development culture across Opportunity.
- A commitment to transparency and the ability to build trust and confidence among a wide group of colleagues.

Relationships and Influence

- Excellent communication and presentation skills. An effective, inspiring communicator who can consistently articulate Opportunity's mission clearly and compellingly and can adapt communication styles to varied audiences.
- Ability to confidently speak about organizational strategy and impact to high-net-worth individuals, foundations, corporations, government, multilateral agencies, and social investors.
- Has demonstrably and consistently influenced others with their perspective; builds and preserves trust, agreement, confidence, and respect among various constituencies. An unquestionable track record of working with multiple stakeholders and donors.

- Has a consensus-seeking but decisive approach that enables them to deliver solutions in difficult situations.
- Interpersonal acumen and character
- Has sound judgment and confidence, humility, and a focus on personal development and continued learning.
- Passionate about Opportunity's mission and can promote and communicate the

- organization's goals and objectives to external and internal stakeholders.
- Demonstrated passion for transformative work, high integrity, and mission-driven with an ability to inspire others.
- An inspirational individual with a heart for people living in poverty and a passion to make a transformational difference in their lives.

Appointment details

Location:

United States, Chicago preferred. Possibility to also be located in one of the states where Opportunity International is registered. (Arizona, California, Colorado, Washington DC, Florida, Maryland, Minnesota, North Carolina, New Jersey, New York, Pennsylvania, Texas, Virginia, Washington, Illinois)

Contract: Permanent

Salary range: \$200-\$265,000 gross per annum

How to apply

Opportunity International is partnering with Red Sea Executive Search for the appointment of this position. Candidates are requested to apply directly through Red Sea at the following link:

www.redseasearch.com/job/chief-philanthropy-officer/

To learn more or for an informal conversation prior to application please reach out to Susan Bandow, Principal Consultant – Americas via:

applications@redseasearch.com



Recruitment timeline

- **Closing date:** 28th April 2024
- **Red Sea Interviews for long-listed candidates:** w/c 6th May
- **Selection process and interviews:** From 20th May

About Red Sea Executive Search

We are an international, executive search consultancy, seeking extraordinary leaders to transform our world. We recruit leadership into the world's foundations, trusts, and charitable organizations, and especially for INGOs in International Development, Disaster Relief and Humanitarian Aid in the Global South.

Our vision is to empower a new generation of global leadership to create a just, diverse, and unified society. In a world with increasing global challenges, the need for leaders and visionaries to shape our world is greater than ever. Extraordinary people are needed to deliver this and discovering them is the heart of Red Sea Executive Search; we find people who bring leadership excellence to organizations, and in doing so hope to help both change the global landscape and protect future civil society and global citizenship.

