

## Interim Director of Business Development and Strategic Partnerships

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| <b>Location</b>                  | Global   |
| <b>Department</b>                | Business Development   |
| <b>Reports to (Line Manager)</b> | CEO  |
| <b>Grade</b>                     | UK Salary Grade G or equivalent according to location / type of contract |
| <b>Contract Type</b>             | Fixed term – 6 to 9 months   |

### About HelpAge

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HelpAge International works with partners and a diverse global network of more than 200 organizations over 90 countries, supporting millions of older people to live safe, dignified, and healthy lives. Through our partnership and collaborations, we work to ensure the inclusion of older people across society and strive to deliver a just and fair world for everyone, whatever their age.

Our work is driven by our desire to deliver real impact for older people, to be inclusive, to work in partnership and to learn from our shared experience. Our 2030 strategy Ageing in a Just World sets out how we will work together to shape the future we all share. By ensuring that all our work promotes wellbeing, dignity and voice, we can be a positive influence in the lives of current and future older people.

HelpAge International is entering into an exciting phase of its evolution as we fundamentally transform what we do, how we do it and how we are organised. Driven by our commitment to the localization agenda, we are evolving the way we partner and deliver value at the country and local level. We seek to give primacy to local agents for change. To this end, we will replace all programmes delivered by HelpAge staff and resources on the ground with implementation by partners. This will apply across all our work -humanitarian and long-term development. Going forward, our value is framed around supporting, convening and thought leadership. A key way of creating value and bringing impact is collaborating across boundaries and by bringing different perspectives, skills and talent together. We will deliver our work through agile teams and a global operating model, with regional roots, to focus on impact and maintain the relationships at the national level to help build collaborations and support others to set their own agendas.

## About the Job

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As HelpAge evolves, both supporting locally-led development and strengthening its own convening and thought leadership capability, our business model is changing, alongside the business models of our Supporting Members (HelpAge organisations in key donor countries). The role of the interim Director of Business Development and Strategic Partnerships is to act as an internal influencer and shaper of our new business model through: brokering an integrated fundraising strategy across HelpAge International and its Supporting Members, managing the team of Business Development Advisors responsible for diversifying our strategic partners (core funders), and collaborating with other organisational leaders to strengthen capacities in roles responsible for programme funding in other departments. For this interim role we are looking for an individual who can help move forward the development of the Integrated Fundraising Strategy, as well as support the BD advisors in their focus donor engagement plans until the next iteration of our organisational structure is complete at which point we will design a new job description recruit a permanent Director with new income responsibilities.

## Key areas for impact/influence and responsibilities

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### **As Interim Director of Business Development and Strategic Partnerships you will -**

- Develop and deliver an integrated fund-raising strategy along with strategic partners (supporting members of HelpAge) to engage with institutional and private donors to increase income and impact.
- Deliver existing business development plan and multi-year engagement strategy that will diversify and increase income for the organisation.
- Nurture and expand the relationships with current strategic partners (core donors) and secure new strategic partners.
- Manage and guide Business Development Advisers and collaborate with programme development and grant management team members in other Departments on quality delivery of existing grants and develop new partnerships and income.
- Working closely with the Director of Global impact and Director of Finance and Operations to agree ways of working, key principles, processes, policies and set milestones and targets for fund raising.
- Engage fully as a member of the Executive leadership Group taking shared responsibility for strategic and operational management of HelpAge.
- Convene and support the Board of Trustees sub-committee on Strategic Partnerships and Income to share the fund-raising targets, challenges and opportunities on a quarterly basis.

- Depending on the duration of the interim role and organisational needs we will also ask the Interim Director to either provide technical skills in business development and fundraising areas or be able to source them through consultants or internal task teams:

## Skills and experience required

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You will be someone with:

- A commercial and results-driven mindset evidenced by proven success of developing and managing significant income generating partnerships and initiatives, and achieving substantial income growth
- Demonstrable experience in developing new business and relationships within profit for purpose, social enterprise or impact investing contexts
- Strong commitment and familiarity with fund raising for locally led development
- Strategic leadership and management and fund-raising experience within the international development sector
- Ability to build and maintain strong networks and experience in influencing decision makers at the global, regional and national level
- Previous experience of developing fund-raising strategies and driving forward changes within an organisation and in building the knowledge and capacity of staff and partners
- Excellent oral and written communication skills, with the ability to communicate information in a clear and concise manner at different levels.

## Key Behavioural Competencies

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At HelpAge International, we believe in the importance of empowering our people to be change makers and leaders at all levels. We expect our people to embrace and live our values, challenging themselves every day to identify issues that are most important to older persons and their communities, and to make an impact that matters.

In addition, as an HelpAge employee you are expected to:

| Competencies                        | Description  |
|-------------------------------------|--|
| Working Collaboratively with Others | Work collaboratively, building mutual trust and respect, with external organizations and partners to achieve our strategic aims and objectives; being accountable for the work we do together. |
| Adaptability and Flexibility        | Adapt to new directions or opportunities arising within the organisation and in our work area; being flexible in our role, constantly using the feedback to learn more and evolve further.     |

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| Supporting and Facilitating Change | Lead behavioural and cultural change through embracing a supportive, collaborative and highly inclusive environment where everybody feels supported, respected and engaged.   |
| Extend HelpAge's Reach and Impact  | Extend HelpAge's reach and impact by creating and identifying new business development opportunities and building relationships with new partners.  |
| Diversity and Inclusion            | Lead and promote a culture of including the voices of older people across our support, convening and thought leadership roles, in a way that is transformative, empowering and highly inclusive of those marginalised by gender, economic status, disability and other factors of discrimination. |
| Leading Others (for managers)      | Demonstrate strong leadership to own unit/department and manage people in a well and reputable manner. Create an atmosphere of trust and an enabling environment where staff can contribute their best and develop their potential.   |

## Safeguarding

HelpAge International is committed to safeguarding the communities with which we work, our partners, staff and any others who we come into contact with. The post holder will also be responsible for:

- Preventing harm and abuse from our people, operations and programmes to anyone that encounters our work.
- Reporting all safeguarding incidents you see, hear, hear about or suspect, using our internal reporting mechanism.
- Complying with all safeguarding framework policies and practices.
- Completing mandatory training courses relating to our safeguarding policy framework and complying with HR vetting procedures.

### **SAFER RECRUITMENT**

All employments at HelpAge International will be subject to satisfactory references and appropriate screening checks, which can include misconduct disclosure schemes and terrorism finance checks.