



Director of Fundraising, UK

EMpower
The Emerging Markets Foundation
February 2024

Empowering young people, creating brighter futures.

Welcome

I am hugely passionate about EMpower's work to enable young people living at the margins to transform their lives and their communities. I hope you will be too.

EMpower's fundraising proposition is proven and highly differentiated - as a global philanthropic organisation supporting marginalised young people, we work with locally run, high potential NGOs across Africa, Asia and Latin America focused on education, health, and livelihoods. We invest in these organisations for 10 years through a combination of cash grants and tailored capacity strengthening - managed through our Program Team that includes specialists within each region. This long-term approach leads to dramatically improved outcomes, whilst we can also demonstrate short term progress. Significantly, we have the unique advantage that our fundraising, administration and management costs are covered by our Board of Directors, which means that every penny donated goes to where it is needed most - helping young people who are living at the margins in emerging market countries.

This proposition and our recent investment into fundraising means that our income has nearly doubled in the last 5 years. We have attracted new large scale donors ranging from The Ford Foundation through to global companies such as Tiger Global, J P Morgan and Arisaig & Co. These new funding sources have been on top of maintaining our traditional areas of success, including HNWI from the finance sector.

Yet we know we are still only scratching the surface of what's possible. This new position is one of three new hires being introduced globally, alongside a new Director of Fundraising Asia and Director of Fundraising USA. This UK role will take responsibility for all UK income including events and HNWIs, whilst also responsible for achieving our growth potential in the UK.

Whilst there is an opportunity to make a big impact, there is also a tight-knit global team, connected by our values. I think this is what makes EMpower such a great place to work. Working in a small but growing organisation there is a chance to make a real personal impact through your skills and experience, but there is also a supportive culture, a positive team environment, and a flexible approach to work that makes it possible to have a fulfilling challenging role whilst also achieving a work life balance.

My colleagues and I look forward to speaking with you.

Kind regards,



Adam Heuman
Vice President, Global Development & Communications



About us



Our driving goal is to enable young people to unlock their limitless potential.

EMpower provides smart money to power smart solutions with and for young people. We support and work closely with local, dedicated organisations in emerging market countries focused on solutions that integrate the voices and experiences of marginalised young people (ages 10–24).

We partner with >150 local organisations across 15 emerging market countries in Africa, Asia, Latin America and Turkey. We provide grants and other support (learning exchanges, technical assistance, thought partnering etc.) to local organisations working to strengthen education and livelihoods of young people, and to build their resilience, self-confidence, and well-being. At a time when our world needs shared efforts more than ever, EMpower is proud to connect many forces for change to create a better world.

Why we do what we do

Marginalised young people lack resources, meaningful choices, and opportunities. Their perspectives are seldom sought or their voices heard. Race, ethnicity, class, sexual orientation, gender identity, migration status, ability, and other factors can deepen their exclusion.

Local organisations that work with marginalised young people—and have the knowledge and solutions needed to break cycles of disadvantage—also are under funded.

Areas of Focus

Keeping gender equity and inclusion at the heart of everything we do; we have three priority impact areas:

- inclusive learning
- economic well-being
- safe, healthy lives

These are core elements all young people need to thrive and to transition to a safe and productive adulthood.



Our Vision

We're building a world where all young people at the margins, especially girls, have the skills, opportunities, and power to live their full potential.

Our Mission

We partner with local organisations in emerging market countries, and other change-makers, to enable marginalised young people to transform their lives and communities.

Our Values

We experience and build a **trusting connection** with each other.

- We assume good intentions.
- We value each other's uniqueness.
- We trust and value the importance of lived experience, including the perspectives of people within EMpower, young people and their communities.
- We show up with authenticity, grace and humility.

Our **commitment** is sustained by our **integrity**.

- We are committed to sustainable change.
- Our word is our bond and we walk the extra mile to deliver on our promises.
- We share a vision of a world made better by and for young people, and a passion to get there.
- We are consistently and mindfully committed to our partners.

Together we drive flexible **innovation**.

- We learn continuously and work collectively and creatively to catalyse innovation.
- We listen to and find synergies in each other's ideas.
- We learn from and build on the work that comes before.
- We keep agile by being responsive and relevant in a rapidly changing environment.

To learn more about what we do, please [click here](#).



Our Background

EMpower's roots reach back to 2000, when a group of finance professionals came together around giving back to the countries where they did business. Over the years, we have sharpened our strategic focus to dedicate our grantmaking and support to marginalised youth because it's time the resources available to young people began to match their enormous potential.

Although our footprint has grown - adding offices in New York, London, Hong Kong, Delhi and Singapore plus staff in Mexico, Argentina, Ghana, South Africa and Istanbul, as well as assembling a global network of donors, industry peers and grantee partners - we have remained relatively small and agile, with ~ 40 staff members globally.

EMpower is at an exciting time in our evolution and organisational strengthening. In the past few years, we have grown with a deliberate focus on fostering a workplace that ensures diverse perspectives, opportunities for contribution and belonging.



Our Pillars of Change

At EMpower, we have four key pillars of change to address root causes that limit young people. We invest resources in four key interconnected strategies designed to accelerate long-term change:

- Grantmaking
- Organisational Capacity Strengthening
- Cross-Sector Strengthening
- Philanthropic Mobilisation

To find out more about our Theory of Change, please [click here](#).

Our Reach and Impact

EMpower's work stretches across the world, touching the lives of young people and communities in emerging market countries.

We currently partner with >150 local organisations and this continues to grow.

Since 2000, we have:

awarded \$50,000,000 in 1,465 grants

directly impacted the lives of 1 million young people, touching the lives of over 3.5 million people.

For more information on our global reach, please click [here](#). For further information on our recent impact, our governance and financials, please see our latest annual report [here](#).





Background to the Role

The Director of Fundraising, UK is a new role and is the lead position in the UK within EMpower's global Development function, overseeing all aspects of our fundraising activity that currently delivers over £3m per annum with ambitions to grow further.

In this role, you will inherit a small but strong existing UK team, a burgeoning pipeline and a passionate and well-connected Board of Directors and volunteer network. Our planned growth is projected to come primarily from companies and private foundations – this area has seen rapid growth in the last 3 years and is now responsible for 50% of our annual global income (previously <30%). However, there is also room to solidify and grow major donor and event income from an already strong baseline through excellent stewardship and work with HNWI. Our annual gala at the V&A last year raised £1.8m.

The Director of Fundraising, UK is a strategic leader within the global Development function, reporting directly to the VP of Global Development & Marketing (also based in the UK but with a global remit). You will drive the highest level of strategy discussions within the team, whilst still providing hands-on leadership, vision and ownership to push forward existing and new business opportunities. The role is a key member of the fundraising senior management team, sharing collective responsibility for delivering income to achieve the organisation's strategy and vision – ensuring a future where young people living at the margins have the opportunities, skills, experience to transform their lives and communities.

The Director of Fundraising, UK will manage two existing posts in the region – a Development Manager focused on corporate partnerships and a Fundraising Assistant who assists on all aspects of our work, especially our program of events. Globally there are ~11 in the Development Team, out of a total of ~40 EMpower staff overall. In time and with income growth, we would like to expand the UK fundraising team.

When thinking about the profile of individuals who would be well suited to this role and who will bring our fundraising in the UK to the next level, it is likely you will have substantial fundraising and management experience, a talent for building relationships and a proven track record in securing funds – noting that your specialism could come from any of the major donor income streams including statutory foundations, private trusts, corporates or HNWI.





Job Description

Key Responsibilities

1. Responsible for all income in the UK. In 2024 this exceeds £3m across events, individual, corporate and institutional fundraising. We have ambitions to grow this figure significantly over the next 3-5 years.
2. Own and oversee fundraising relationships with Board Directors, partners and stakeholders, working closely with the Global President & CEO as well as the VP of Global Development & Marketing.
3. Working closely with the Regional Program Directors as well as key staff in the Influence and Impact team, ensure an effective organisation-wide approach to achieving our organisational ambition.

Fundraising:

1. Lead the fundraising team to deliver annual targets and ensure an effective supporter experience to retain and grow relationships, including acting as the lead point of contact for highest value supporters.
2. Oversee and develop our overall income, including corporate and private foundation donors and major individual donors – this includes both guiding staff and leading where appropriate.
3. Maintain and develop an effective program of events within each region to help achieve our income goals, and lead on development of new income streams.
4. Take on a personal fundraising target, which could come from any or all our income streams: individual, corporate or foundation supporters.

Strategy, Financial Planning and Budget Management:

1. Lead the annual fundraising planning process to produce effective short-term and long-term strategies to grow income across the full range of revenue streams: individual donors; events; and institutional funding. This includes identifying new potential income streams and tactics to build our fundraising pipeline.
2. Support team to create an effective annual workplan to achieve our ambitions whilst ensuring an achievable and realistic workload for staff. This includes identifying interdependencies across the organisation, working closely with the Program Team and our Impact and Influence Team.
3. Manage and monitor our UK income and expenditure on a regular basis to ensure clear information is reported across the organisation as well as demonstrating value for money for investment into fundraising.

Leadership and team Management:

1. Provide effective management and leadership within the UK fundraising team, creating a positive and supportive atmosphere where people want to come to work!
2. Direct line management and oversight of the UK team, trust building and team building; managing workplans; creating opportunities for professional development and coaching for the team to grow, learn and thrive. Working cross-functionally, take a proactive role in the management of the organisation as a whole.
3. In line with EMpower values, recruit new team members, as necessary, with an emphasis on diversity and inclusion.

Representation:

1. Compelling and persuasive with the ability to inspire audiences to donate.
2. Able to represent EMpower at the highest level of stakeholders and donors.





Person Specification

The postholder will be highly proactive but will also enjoy working as a key part of our small global team to maintain an environment of excellence and camaraderie whilst being keen to contribute to strategy and effective cross-team collaboration.

The knowledge and experience required for this position are as follows:

- Successful and significant experience of growing income in a comparable I/NGO organisation.
- Proven track record of meeting challenging income targets.
- Proven ability to build, manage and develop key stakeholder, client, and donor relationships.
- Experience of developing and implementing strategic and business plans.
- Demonstrable track record of Strategic Fundraising.

Specific attributes needed are:

- Strong leadership skills and in-depth knowledge of the fundraising environment in the UK.
- Exceptionally convincing and persuasive written and oral skills with the ability to present and convey complex ideas and issues clearly and coherently.
- Deep interest and awareness of policy, programmes, politics or current affairs in an international development setting.
- Ability to lead and manage team.
- Ability to work with the highest level of stakeholders.
- Highly self-motivated and able to work.
- Right to live and work in the UK.

Work Environment and Physical Requirements

This individual operates in a professional office environment. The physical demands described in this section are representative of those that must be met by an employee to successfully perform the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform essential job functions.

The role requires strong ICT skills, as well as strong English language skills to engage with internal and external stakeholders by phone, email, and in person. This employee is expected to be able to accurately exchange information with these stakeholders.

Terms

EMpower offers highly competitive benefits, including private medical insurance, dental plan and generous contributory pension. We also offer the opportunity to work a compressed work week ending on Fridays at 1pm (dependent on workloads and deadlines).

Location	Central London (Bond St)
Hybrid Working:	The team currently work 1 day a week in the office on Wednesdays to allow for team collaboration - with the rest from home. We also allow up to 4 weeks of remote working from any destination annually.
Salary:	£70,000, more for an exceptional candidate
Reports to:	Vice President, Global Development & Communications
Hours:	Full-time, (37.5hrs a week). Where work commitments allow, we offer an early finish on Fridays.
Employment Status:	Permanent
Annual Leave:	25 days, plus Bank Holidays, increasing to 28 days after 5 years' service
Pension:	Up to 8% contribution from employer
Health Insurance:	AXA

Equal Opportunity Employer Statement

EMpower is a public foundation that makes grants globally to benefit marginalised youth, including adolescent girls. We are committed to attracting, developing, motivating and retaining exceptional talent and to a work environment that recognizes contribution, fosters respect and teamwork, and facilitates strong performance. We encourage applicants from diverse backgrounds, recognizing that diversity enriches all staff and our work globally. We do not discriminate on the basis of race, ethnicity, national origin, sexual orientation, gender identity, religion or faith, or physical ability.

This policy applies to all employment practices within our organisation, including hiring, recruiting, promotion, termination, layoff, recall, leave of absence, compensation, benefits, and training. EMpower makes hiring decisions based solely on qualifications, merit, and business needs at the time.



How to Apply:

To arrange an informal and confidential discussion to explore the role in more detail, please contact Ami Jenick at People Beyond Profit via email ami@peoplebeyondprofit.co.uk or phone +44 (0)7957316541.

To formally apply, please send your CV along with a 2-page supporting statement, outlining why you are interested and how you meet the points in the person specification to: www.peoplebeyondprofit.co.uk/jobs/empowerdirectoruk

Closing Date:

19 March 2024

People Beyond Profit Conversations:

20-27 March 2024

EMpower Interviews:

First Interviews: w/c: 8 & 15 April 2024

Second Interview: w/c 15 & 22 April 2024