



DIRECTOR OF STRATEGY

BACKGROUND

'Rainbow's End' is a Charity that has been working throughout Africa for the past 32 years. It is involved with education, healthcare and environmental projects, and also offers volunteer opportunities. The Charity promotes sustainable development in rural communities to improve livelihoods and alleviate poverty. In particular, it works in areas where HIV is prevalent and there are a high number of orphans and vulnerable children. The long term approach involves the commitment and participation of each community, partners and local government to achieve self-sufficiency in food, economic security, rights protection, health and education.

JOB SPECIFICATION

To oversee and develop the organisation's partnerships and grant-making strategies and assist the Chief Executive as a member of the Strategic Lead Team (SLT).

To work closely with the CEO to help set and implement the overall direction of the Charity that is consistent with its strategic vision and provides operational leadership for the Charity's grant-making programmes and partnerships' team.

To take full responsibility for establishing and implementing a programme for raising institutional funding and building contacts with other relevant international Non-governmental organisations (NGOs).



KEY JOB REQUIREMENTS

- To manage the Charity's Partnerships Team, grant-making operations, African bursary scheme and overseas volunteer programme, and to work closely with the CEO to develop a coherent and professional partnerships strategy.
- To develop, with the CEO, and implement a monitoring and evaluation programme and execute regular reviews against strategy, annual plans and project plans, including quality and impact assessments.
- To encourage and support capacity building in the Charity's overseas partners, helping to develop trust and shared understanding.
- To support the delivery of our work and develop key partnerships and networks to support the Charity.
- To collate and disseminate data to enhance strategic direction and operational activities, work closely with all relevant parts of the Charity as appropriate to ensure that tasks deliver what is required, both within the organisation and to the Charity's supporters and customers.
- To lead, motivate and inspire the Partnerships Team members, promote a process of continuous professional development and contribute to the wider leadership of the organisation.
- To create a programme of engagement for institutional funders with key milestones and develop a robust model for institutional funding.
- To support the CEO in developing and implementing an advocacy policy consistent with our vision and ethos, to engage and network with stakeholders at forums, consortia groups and key organisations as required.
- To play an active part in building the wider organisational team by offering help and support as required and initiating personal development and training activities as required.

SKILLS AND ABILITIES

- Excellent organisational and time management skills, including an ability to prioritise effectively and manage work pressure.
- Resourceful and self-assured, with strong attention to detail and professional ethics.
- Have a strong 'can do' attitude, work independently taking the initiative as required.
- Skilled communicator with excellent networking and influencing skills at senior level and in diverse settings.
- Good team player who values diversity and co-operation and who is prepared to be strongly committed to the overall success of the organisation.
- Detailed, working knowledge of budgeting, financial management and monitoring and proven project management skills.

TERMS AND CONDITIONS

- The contract is for full-time permanent employment. The salary is £35,000 pa.
- The hours worked are an average of 42 hours per week but there will be occasional longer or irregular hours and some evening work is an integral part of the job.
- The annual leave entitlement is 25 days plus statutory bank and public holidays.