Director Fundraising and Communications
September 2020
Mama Cash supports women, girls, trans people and intersex people who fight for their rights. Activists who tirelessly and fearlessly make their voices heard. Who criticise oppressive or restrictive norms and practices, and lobby for fair laws. Who demand their political and economic rights, and insist on bodily autonomy. Together with these activists and our donors, we work towards a more just world for women, girls, trans people and intersex people.

Mama Cash is the oldest international women's fund in the world. It was founded in 1983 by a group of feminist activists using the money from one woman's inheritance. Mama Cash now employs a staff of around 50 people and has awarded almost €54 million in direct grants to over 6,500 women's, girls', and trans people's rights groups around the world.
We have a vision.

Every woman, girl, trans and intersex person has the power and resources to participate fully and equally in creating a peaceful, just and sustainable world.

We’re on a mission.

Courageous women’s, girls’, trans and intersex people’s human rights organisations worldwide need funding and supportive networks in order to grow and transform their communities. Mama Cash mobilises resources from individuals and institutions, makes grants to these self-led, feminist organisations, and helps to build the partnerships and networks needed to successfully defend and advance women’s, girls’, trans and intersex people’s human rights globally.

Our values lead the way.

- **Diversity.** Mama Cash embraces and encourages respect for diversity. This includes actively promoting the rights of lesbians and bisexual women, intersex people and trans people, adolescent girls and young women, women living with HIV/AIDS, indigenous women, migrant women, sex workers, women living in poverty, women from ethnic or religious minorities, and women with disabilities.
- **Adaptability.** Mama Cash is open to bold, innovative strategies, responsive to changing circumstances, ready to take advantage of strategic opportunities, and prepared to share the risks inherent in the work of resisting and transforming oppressive structures and systems.
- **Collaboration.** The organisation is dedicated to forging collaborative partnerships with donors, grantees, and other organisations in order to achieve shared goals.
- **Accountability.** Mama Cash is committed to being accountable, evaluating and communicating the outcomes of the grantmaking, and to sharing what the organisation has learned about doing successful social justice philanthropy.
- **Sustainability.** The organisation is determined to make real, lasting improvements in people’s lives by inspiring others to join to this work and contributing to it financially.
- **Environmental Sustainability.** Mama Cash is committed to promote an organisational culture that recognises the importance of sustainable practices. The organisation does this both internally in the workplace, as well as externally when working with partners and suppliers.
The Role

Job Title: Director of Fundraising and Communications
Reporting to: Executive Director
Supervises: Senior Officers, Officers, Associates and/or Assistants
Location: Amsterdam, Netherlands
Salary Range: Scale 13 (€ 3.928 - € 6.262)
The Director Fundraising and Communications is an experienced, visionary leader and exceptional manager with a passion for making a difference in the human rights of women, girls, trans people and intersex people globally.

The Director Fundraising and Communications provides leadership, strategic direction, oversight, coordination and priority setting for the Fundraising and Communications team to sustain and expand funding for Mama Cash, builds the organisation’s profile and increases their visibility, and stimulates individual and institutional donors to become supporters. The Director Fundraising and Communications works as part of the Management Team to provide guidance and leadership for the organisation as a whole.

The Director Fundraising and Communications is an expert professional with strong staff management experience who can inspire, motivate, and challenge the Fundraising and Communications team, with significant working knowledge of the non-profit sector, in particular fundraising and communications. They have excellent written and oral communications skills in English (Dutch proficiency is desirable) and a demonstrated commitment to rights-based approaches and women’s rights.

The Director Fundraising and Communications brings critical knowledge and intelligence on donor priorities, plans and programming, leading in the early identification, assessment, and prioritisation of potential funding opportunities for Mama Cash.
Essential Job Functions

Team Leadership, Management, and Supervision

• Lead and be a member of a proactive Fundraising and Communications team that supports Mama Cash with excellent campaigns, events, relationship management and fundraising activities.
• Oversees and manages a Fundraising and Communications team, ensuring that staff has the necessary tools and training to do its work.
• Directly supervises three Senior Officers who lead their own teams, stimulating good collaboration among them.
• Provides overall direction and priority-setting for the team in such a way that individual strengths and organisational needs are balanced.
• Seeks ways to professionalise and systematise the work of the team to be more responsive, effective, and efficient.

Vision, Strategic Thinking, and New Initiatives

• Develops the vision for Mama Cash’s fundraising and communications efforts.
• Leads the implementation of strategies to achieve fundraising and communications goals as laid out in strategic and annual plans.
• Develops and oversees implementation of the fundraising and communications annual plan including ambitious target setting, and writes other (strategic) planning documents as needed.
• Incorporates new methods of communication into Mama Cash and stimulates others to do so as well.
• Participates in affinity groups and membership organisations related to fundraising and communications in order to build partnerships and common cause.
• Initiates, advances, and oversees special fundraising and communications projects and ensures that they are consistent with our values and our internal capacity.
• Strengthens the role of communications and campaigns for activism purposes, as well as for fundraising.

Sustaining and Increasing Funds

• Expands and diversifies strategies to identify, educate, involve, and cultivate existing and prospective donors (institutional and individual).
• Leads the development of growth plans for Mama Cash, through close collaboration with institutional donors and private funders and by providing support on opportunities to ensure high quality, cohesive proposals, and reports.
• Develops, maintains relationships with, and solicits major individual and institutional donors.
• Acts as a critical filter for the prospects in funding opportunities, bids, and philanthropic partnerships.

Financial Planning & Management

• Develops annual budget with participation of team members and in conjunction with the Management Team.
• Monitors Fundraising and Communications team budget.
• Reviews monthly financial statements and facilitates reconciliation of donor gifts between finance and fundraising data systems.

Organisational Leadership and Management

• Establishes long-term strategic direction, in line with the overall strategy of Mama Cash.
• Models effective leadership to all Mama Cash staff and promotes the organisational vision and values to all employees, serving as a role model for a culture of performance, accountability, transparency, inclusion, and innovation.
• Ensures that all teams are working towards organisational coherence.
• Makes viable organisation-wide strategic and operational decisions.
• Reports in a timely and regular manner to the Supervisory Board and facilitates its engagement in fundraising and communications.
Knowledge, Skills and Abilities

- Strong commitment to and understanding of women’s, girls’, trans people’s and intersex people’s human rights and ability to articulate this in meetings, events, and media to increase attention to these issues.
- Strong working knowledge of international development, philanthropy sector and institutional donor environments.
- Demonstrated leadership and management skills in an international setting with proven track record of people and team management and development, and establishing a learning culture within an organisation.
- Strong strategic thinking and planning skills for developing fundraising and communications strategies.
- A proven track record in successfully securing grants from major donors, corporations, and individual partnerships and trusts, in establishing and managing relationships and partnerships with private and institutional donors and other counterparts.
- Proven ability to analyse external environment and global social trends, like the Sustainable Development Goals and donor trends, and in successfully developing and managing both external and internal partnerships as well as the team’s relationships.
- Experience in establishing a safeguarding culture within organisations, for establishing a safe working environment at all levels, with sensitivity to diverse culture/workforce.

- Excellent communication and negotiation skills, demonstrating mature judgment, trust, and open communication, with an ability to develop collaborative and harmonious relationships with external partners and clients at the senior level.
- Ability to generate respect among peers and staff throughout the organization as well as donors, wealthy private partners, clients, and other partners.
- Expert knowledge in strategic communications for social justice and or women’s rights, and for a fundraising organisation.
- Knowledge of IT, new media for communications and fundraising and experience in managing a communications function.
- Able to engage respectfully with people who have different values and styles and be at ease with people of wealth.
- Strong sensitivity and commitment to cultural, racial, ethnic, and socioeconomic justice.
- Strong writing and public-speaking skills.
- Ability to lead and engage in planning processes, budgeting, and priority-setting.
- Ability to work under pressure and keep a good sense of humor.
- Willingness to travel (in the Netherlands and internationally).
- English fluency required (written and oral), Dutch desirable.
Education and Experience

- Master’s degree or equivalent in a relevant field and at least 7 years of progressive experience in an international NGO or philanthropy environment with a diverse workforce that includes leading roles in fundraising/donor relationships and stakeholder management/communication.

- Demonstrated experience in supervising and developing staff.
- Demonstrated success in developing and implementing strategic fundraising and communications plans and securing major gifts from individuals and institutions.
All correspondence, at this stage, should be via Oxford HR. To apply for this post, click on the “Apply” button on the job advert page, complete our online application form, and submit your CV and cover letter. Please provide a CV and cover letter in two different documents.

The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills and experience make you a good fit. The document should be saved in MS Word in the following format: Your First Name-Your Last Name-Document Name-Date (mmyy) e.g., Pat-Jones-CV-082020-MamaCash or Pat-Jones-CoverLetter-082020-MamaCash.

Closing Date: 2 October 2020
First stage interviews: Week 26 October 2020
Final interviews: 9 November 2020
Final interviews with Mama Cash: Week 16 November 2020

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email mama.cash@oxfordhr.co.uk in the first instance.

All candidates will be notified about the status of their applications. We advise candidates to add the role email to their safe senders list and regularly check their spam folder. Shortlisted candidates may be required to undertake an additional assessment prior to the final interview.

We value the expertise and knowledge of those who have directly experienced injustice and are working to create the change Mama Cash believes in. We particularly welcome applications from those targeted by racism, homophobia, transphobia, classism and disablism.
Oxford HR operates globally - mainly within the international development and charity sectors. We carry out retained executive search mandates at board and senior management levels. We also offer human resource and organisational development consultancy.

Oxford HR has many years of experience in search as well as an extensive network of international development, social sector, corporate, public sector, and academic contacts from across the world. We carry out comprehensive and often international searches designed to meet the specific needs of our client.