ROLE PURPOSE: Business Development Lead (East Africa)

Our Vision
We see a world in which no person is needlessly blind or vision impaired.

Our Purpose
We are determined to deliver Fred Hollows’ vision of preventing blindness and restoring sight.

We work around the world so that no one is left behind, and in Australia we work tirelessly to ensure that Aboriginal and Torres Strait Islander people can always exercise their right to sight and good health.

Our priority is to work with communities to improve their own eye health. We do this through life-changing surgeries and treatments, training doctors and health workers, generating new ideas, and pushing for change at all levels – from local to global.

How we value your contribution:

Remuneration package
We aim to provide an overall remuneration package that is attractive and fair. Our global remuneration framework ensures we align to local pay, employment conditions and laws, and we benchmark against the local market to ensure we offer competitive employment conditions that are appropriate to our sector.

Leave
You will have access to 20 days of paid annual leave each year (pro-rated for part-time employees). You will also receive 5 days paid leave (pro-rated for part-time employees) between the Christmas and New Year period and other types of leave such as personal (sick or carers’) leave, paid parental leave, and compassionate leave.

Performance & development
Our performance and development framework enables you to work closely with your manager to plan, manage, and review your performance throughout the year. This approach also enables you to discuss development opportunities and areas for growth.

Learning & development
Our approach to learning and development will enable you to have the information, skills and knowledge needed to do your job. We build the capacity of our people and support you with on-the-job experience, coaching and formal learning.

Leadership
Leadership is a key priority for us. We have customized leadership programs for leaders at all levels that are focused on supporting our people to be inspired, empowered and to make an impact in their work so that together we can achieve our vision.

Study support
We are proud that so many of our people are tertiary educated and we are committed to supporting tertiary education that is relevant to your work through our global study assistance program. Relevant applications for study support are considered annually, providing financial assistance and study days.

Recognition
Our recognition program has been designed to recognize and acknowledge our people who live our values of Integrity, Collaboration, Empowerment and Action, in everyday activities. We recognize our people in three ways: Peer-to-peer, manager recognition, as well as length of service.

Flexible work arrangement
You will have access to flexible work arrangements. We encourage a spirit of mutual flexibility, enabling discussions between you and your manager about maintaining work-life balance.

Health & safety
We are committed to supporting your health, safety and wellbeing. If required, you and your family will have access to free external, professional and confidential counselling assistance if you need help with personal, family or employment related matters.

To work in the Foundation you will:
- Be eligible to work, without sponsorship where the role is located.
- Undergo background check including criminal records and qualifications check
- Undergo working with children check for positions which are identified as working with children.

Role purpose defines the broad accountabilities of the positions, which may change based on organisational need.

Please refer to divisional, team and individual work plans for more specific details.
ROLE PURPOSE

Role Title: Business Development Lead (East Africa)
Division: Public Affairs
Location: Nairobi
Date: March 29

Employment type: Full time, Permanent
Reports to Head of Development UK, Europe, and Middle East
Number of direct reports: 0
Leadership Band: Leads self

Purpose of the role:
The Business Development Lead (East Africa) is a critical strategic role accountable for building new business in the East African region with bi-lateral, multi-lateral, foundation and corporate (‘Institutional’) donors. In support of the global institutional fundraising strategy, diversification of The Foundation’s revenue streams and, in the localization/decentralization agenda in the donor markets, this role will be part of the donor facing team responsible for identifying and securing institutional funds in the East African Region. The role will work closely with, and report to, the Head of Development UK, Europe, and Middle East, be supported by the Global ODA Programme Coordinator (based in London) in coordination with the East African Cluster Leads and our USA office (for US government and US foundation donors) to secure resources from institutional donors.

The Business Development Lead (East Africa) will be responsible for:

1. Engaging diplomatic and technical leads in the embassies and/or offices of major bi-lateral donors, including but not limited to: British Embassy/FCDO; US Embassy/USAid; European Commission; Nordic Embassies/SIDA, NORAD, FIDA, DANIDA; The Embassy of The Netherlands; The Embassy of Switzerland/SDC, DMZ & GIZ & Middle Eastern donor offices; in Addis Ababa, Nairobi, Kigali, Dar Es Salam and Kampala;
2. Engaging directors and/or technical leads in major foundation donor offices in East Africa, including but not limited to: Master Card Foundation, CIFF, Standard Chartered Foundation, BMGF, Omidyar Network,
3. Engaging directors and/or technical leads in multi-lateral offices in East Africa, including but not limited to: UNICEF, UN Women, The World Bank & UNDP;
4. Engaging directors and/or technical leads in development banks in East Africa, including but not limited to: African Development Bank; KfW, Islamic Development Bank;
5. Engaging with directors and/or CSR leads in major regional private sector businesses & their foundations e.g. Safaricom, Barclays Bank, Equity Bank
6. Support grant proposal development teams to produce high-quality, well-designed, winning funding proposals to secure and grow the institutional grants portfolio, including responsibility for advising regional & country donor needs, preferences and priorities.
7. The scanning for, scoping of and partnering for funding opportunities in East Africa. This includes building a strong network with partners, managing agents (e.g. Palladium, Chemonics etc), bi-lateral donor offices and key contacts with donors to provide early market intelligence, pre-positioning and ensuring The Foundation is part of appropriate grant and contract bid consortiums;
8. Working within the Public Affairs team to create a strong organisational profile in the East African region, build credibility and enhance our reputation and position The Foundation to access institutional funds;
9. Other areas as directed by management, relevant to the Public Affairs Division and East African Cluster Countries’ Resource Plans.

Our Capabilities:

As a member of The Foundation Family you will:
1. Live by the values of The Foundation and support The Foundation’s culture, performance and brand.
2. Adhere to all The Foundation’s policies and procedures.
3. Strengthen the health, safety and well-being of all/look out for the well-being.
4. Lead, collaborate and contribute in all interactions.

Essential Experience:

- Proven experience initiating and developing institutional donor & corporate relationships with proven results securing significant financial resources
- Experience cultivating and closing institutional donor contracts, and managing and liaising with donors
- Demonstrated experience in identifying, cultivating and delivering institutional donor and corporate proposals
- Demonstrated stakeholder management experience both internal and external
- Knowledge of institutional donors across the public and private sectors in East Africa
- Existing network of contacts in a range of institutional donor offices
**Skills:**

- Excellent interpersonal skills with the ability to manage a wide variety of diverse relationships utilising a collaborative and consultative approach
- Ability to identify, build and extract shared value from, donors, private, public and not-for-profit partnerships;
- Ability to set and deliver achievable, ambitious fundraising goals as part of a small international and local team
- Outstanding written and verbal communication skills, with the ability to produce clear and articulate written content and verbally communicate compelling propositions to external and internal stakeholders
- An ability to pro-actively engage with and influence a range of external stakeholders
- Well organised, flexible and proficient multi tasker with high-level organisational and time management skills
- Strong business acumen to identify new income opportunities.

**Desirable Experience:**

- Experience working in the not-for-profit sector, preferably in health, eye-health, economic empowerment, livelihoods and/or education areas;
- Cross cultural literacy – language skills a bonus however understanding of basic social and business norms in an international operating context are desirable.
- Demonstrated understanding of a business operations environment
- Demonstrated understanding of a sales environment
- Exposure working in a global context

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<tr>
<th>Qualifications:</th>
<th>The position involves:</th>
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<tr>
<td>Tertiary qualification in Business Administration, Marketing, Communications or similar field</td>
<td>This position is recognised as having “Contact with Children” either direct or indirect. This position does involve “Working with Children” either direct or indirect.</td>
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<th>Travel:</th>
<th>Additional Responsibility:</th>
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<td>Domestic and international travel may be required</td>
<td>Ensure that the work for which they are responsible is carried out in ways, which safeguard the health and safety of workers.</td>
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