



# Director, Partnerships and Resource Mobilization

December 2024





# The Role

**Position:**

Director, Partnerships and Resource Mobilization

**Location:**

Fully remote (work authorization required for wherever based)

**Compensation:**

\$130,000-\$150,000 USD plus comprehensive benefits

**Status:**

Full-time

**Reports to:**

President & CEO

**Application Deadline:**

Applications accepted on a rolling basis. Please apply early.

Women Deliver is seeking a strategic senior leader who is deeply committed to challenging gender inequalities and reshaping the development sector to be more inclusive, equitable, just, and solidly funded. The **Director, Partnerships and Resource Mobilization** will play a pivotal role in building and sustaining Women Deliver’s long-term partnerships with diverse donors, institutional funders, and philanthropic allies, securing resources that advance the organization’s mission of gender equality and SRHR for all.

This role calls for an experienced, highly networked advocate with a depth of expertise in building long-term fundraising strategies to advance gender equality and collective action, combined with a critical awareness of the sector’s colonial and racist legacies and their impacts on capitalism and philanthropy. The Director will lead the organization’s strategy to mobilize resources, partnerships, and influence to

transform Women Deliver’s programmatic impact and strengthen the organization’s financial sustainability.

Reporting directly to the President & CEO and collaborating with the Collective Action team and senior leaders, this individual will be instrumental in positioning Women Deliver as a trusted partner to funders who share the vision of a radically transformed, equitable development and funding landscape. They will serve as an external ambassador and thought leader for Women Deliver, fostering partnerships and external positionings that extend beyond traditional funding models and relationships to build a robust, sustainable funding base.

The **Director, Partnerships and Resource Mobilization** will serve as the manager to the Manager, External Relations.

# Key Responsibilities

## Strategic Resource Mobilization and Donor Engagement

- **Lead Multi-Donor Engagement Strategy:** Build and execute an inclusive engagement strategy that cultivates relationships with a broad spectrum of funders, including foundations, feminist funds, institutional donors, ODA governments, corporations, and high-net-worth individuals.
- **Align Donor Interests with Mission Impact:** Work closely with the Collective Action team and other program leads to ensure that Women Deliver's programmatic impact is compellingly aligned with donor priorities, driving long-term investment.
- **Drive a Compelling Case for Support:** Develop and communicate powerful, values-driven narratives that highlight how investments in Women Deliver will fuel systemic, sustainable change in gender equality and SRHR.
- **Curate Women Deliver Conferences' Sponsorship and Donor Program:** In partnership with the Conference and Convenings team, curate a dynamic, mutually beneficial donor sponsorship program to support a large-scale global conference on gender equality, designing tailored partnership opportunities to engage sponsors meaningfully, aligning Women Deliver and their values, and amplifying their commitment to advancing gender equity on a global scale.

## Advocacy and Thought Leadership

- **Serve as an Ambassador for Women Deliver's Mission:** Represent Women Deliver externally as a thought leader and advocate, building trust-based relationships with funders and stakeholders committed to dismantling inequitable power structures in the development sector.
- **Serve as a Thought-Leader on Inclusive and Decolonial Philanthropy:** Position the organization as a credible voice in critical conversations on decolonizing philanthropy, engaging actively within relevant networks, and fostering relationships with relevant partners to promote equitable and inclusive practices in the philanthropic sector.
- **Build Strategic Partnerships:** Strengthen alliances with leaders and advocates, within philanthropic and donor organizations, communities, and networks that align with Women Deliver's mission, positioning the organization as a central voice in global conversations about social justice and gender equality.

## High-Impact Stewardship and Reporting

- **Engage in Best-in-Class Stewardship:** Develop an impact-oriented stewardship process that goes beyond standard reporting, using stories and data to showcase the transformative impact of donor investments and Women Deliver's commitment to accountability and transparency.

- **Create Tailored Donor Communications:** Regularly engage donors with meaningful updates on program progress, emphasizing how their support aligns with Women Deliver's impact goals and broader mission for global gender justice.

## Collaboration with Executive Office and Cross-functional Teams

- **Engage with Executive Leadership:** Work closely with the President and CEO, and other Executive Office members to align resource mobilization with organizational priorities, ensuring cohesive messaging and strategic alignment across Women Deliver. Work with the Executive Office to strategically position the President and CEO in donor circles, key philanthropic discussions, and as the organization's "Chief Fundraiser" to enhance visibility and influence.
- **Support Cross-functional and Inclusive Initiatives:** Collaborate across Women Deliver's workstreams and pods to align donor strategies with the organization's long-term objectives, fostering inclusive and innovative approaches to funding.

# Who You Are

The ideal candidate is a driven, visionary leader with a commitment to social justice, gender equality, and dismantling inequitable systems in the development and philanthropy sectors. You are a proactive strategist who can communicate the mission and goals of Women Deliver in ways that resonate with donors, inspire long-term partnerships, and support the organization's transformative vision.

## Resource Mobilization Expertise

- Extensive experience in securing multi-year institutional funding, with a history of success in developing mission-aligned proposals that inspire commitment and demonstrate impact.
- Notable track record securing 6 and 7 future funding commitments with institutional, foundation, ODA, corporate funders
- Skilled at creating high-quality proposals, tailored pitches, and compelling reports that reflect the transformative potential of Women Deliver's work.

## Strategic Partnership Builder

- Skilled at forging partnerships with a diverse range of funders and stakeholders, including foundations, government agencies, and philanthropic partners.
- An inclusive leader with a track record of building alliances that go beyond transactional funding to support long-term organizational goals.

## Inclusive and Visionary Leader

- Proven experience in cultivating and sustaining donor relationships within a matrixed, cross-functional environment.
- Able to mentor and empower teams, fostering a collaborative culture of accountability and impact.
- Previous executive team (or equivalent) experience required

## Passionate Advocate for Social Justice

- Knowledgeable and critically engaged in issues related to gender equality and SRHR, with a commitment to challenging and dismantling colonial, racist, and patriarchal legacies in the development and philanthropy sectors.
- Strong advocacy skills and experience positioning an organization as a thought leader in global gender equality and social justice forums.

## Impact Measurement, Reporting, and Accountability

- Experienced in measuring and reporting on outcomes, using data and storytelling to enhance transparency, accountability, and impact.
- Able to develop reports and communications that highlight organizational achievements and strengthen donor relationships.

## Communication Excellence

- Excellent verbal and written communication skills, with an ability to engage, inspire, and mobilize diverse audiences, from donors to policymakers and internal teams.
- Proficient in crafting narratives that emphasize shared values and the long-term benefits of investing in gender equality and social justice.

## Commitment to Equity and Inclusion

- Passionate about advancing gender equality, girls' and women's rights, and SRHR, with a track record that reflects a dedication to creating inclusive and equitable spaces for all.

## Other Requirements

- Ability to travel as needed for work-related activities.
- Eligible to work in your country of residence; sponsorship for relocation (including to the U.S.) is not provided.



# How to Apply

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 as two different documents, which should be prepared before applying as they will be considered in the application process. 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 PDF in the following format: Your First Name-Your Last Name-Document Name-Date (mmyy) e.g., Pat-Jones-CV-122024-WomenDeliver or Pat-Jones-CoverLetter-122024-WomenDeliver.

## Selection Process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the role email to their safe senders list and regularly check their spam folder.

## Equality Statement

Women Deliver’s mission is to ensure that every woman and every girl has full control over her body and her life. We believe that a woman or girl is anyone who identifies as a woman or girl, or has lived experience as a woman

or girl. This understanding is central to all of Women Deliver’s work, as we advocate for a world where every individual lives a life of dignity, equality, and autonomy.

At Women Deliver, we strive to create a work environment that respects and values each employee, providing a space where everyone can thrive and be their authentic selves. We celebrate the diversity of our team, recognizing that a broad range of perspectives strengthens our organization and enhances our effectiveness. We encourage applications from individuals of all gender identities and sexual orientations, races, ethnicities, abilities, and nationalities, as we continue building a diverse and inclusive workplace.

If you’re excited about this role and believe you have what it takes—even if your skills and experience don’t align perfectly with every qualification—we encourage you to apply.

## Queries

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 at [arondi@oxfordhr.com](mailto:arondi@oxfordhr.com) in the first instance.





## About Oxford HR

Oxford HR is a B Corp certified leadership consultancy. Having worked within a diverse range of institutions, from not-for-profits and charities to governments and corporate environments, we've seen the powerful impact that the perfect team can have.

Finding innovative leaders can be a challenge; and yet their transition into leadership is vital to an organisation's mission and success. We work across the globe to search for and support remarkable leaders and teams, improve their board effectiveness and support on a range of leadership functions. Learn more at: [oxfordhr.com](https://oxfordhr.com)





Oxford HR

## Oxford

46 Woodstock Road  
Oxford  
OX2 6HT

United Kingdom

+44 (0) 1865 985 457

## Amsterdam

Korte Schimmelstraat 12  
1053 SZ  
Amsterdam

The Netherlands

+31 (0) 683 334 473

## Nairobi

Indigo Cowork Space  
Off General Mathenge Road  
Westlands  
Nairobi

Kenya

+254 (0) 715 163 631

## Singapore

6 Battery Road  
#06-16  
049909

Singapore

+65 (0) 9114 1439

## Washington

1250 Connecticut Avenue NW  
Suite 700  
Washington, DC  
20036

United States of America