



GRANTMAKING AND MOVEMENT SUPPORT DIRECTOR

APRIL 2025

Fazira, disability justice activist, Uganda. Fazira is part of a group of women activists in Uganda who set up kitchen gardens to grow their own food and earn an independent income. They are now teaching these skills to young people with disabilities in their community.

"I am where I am because I was supported by other people with disabilities. They have been there for me. In the same spirit, I also want to share and support."

<https://add.org.uk/fazira/>





ABOUT ADD INTERNATIONAL.

ADD IS A PARTICIPATORY GRANT-MAKER FOR DISABILITY JUSTICE.

Our **Vision** is for a world in which ableism no longer exists, and in which disabled people can access their full rights and experience justice. Our **Mission** is to resource disability justice activists and organisations, nurture lived-experience leadership, and influence fairness in funding so that disability justice movements thrive.

Our work is rooted in supporting disability rights activists in Africa and Asia to realize the changes they want to see. We are getting back to our roots by sharing more power and resources directly with them. We are transforming to become a participatory grant-maker in order to move more funding directly to disability justice activists. Crucially, we will also give disability justice activists greater decision-making power on who should receive funding and how funding should be spent.

Zenna, disability justice activist and restaurant owner, Tanzania.

"People with disabilities are very skilled and should be given a chance to lead. In my country, it's not very easy for Organisations of People with Disabilities to get funds."

<https://add.org.uk/zenna/>

THE ROLE.

Role:

Grantmaking and Movement
Support Director

Location:

This is a global role open to applicants based anywhere. You must have an existing right to work in the country you wish to be based.

If you are based in a country where we have an existing office you can choose to work from the office, from home, or a combination. If outside of these countries, you will be expected to work from home. In these situations, we would look to identify an organisation who can employ you on our behalf through a secondment arrangement, please note this could take 6 months or more.

Salary:

USD \$94,857 (this is the gross annual salary and will be converted and paid in local currency dependent on location). This is the applicable rate for Grade G in our [salary scale](#) and we do not negotiate on salary.

Reports to:

Co-CEO

Contract:

Full-time and permanent (though we are open to considering applications from those who want to work on a part-time or job-share basis). We are currently trialling a 4-day working week for the same pay and you will have the choice to opt-in to the trial on the understanding it could end.

As an organisation that works with disability justice activists in Africa and Asia we are clear that lived experience of disability is hugely important to our mission. Priority for this role will be given to disabled people. We want to see you at your best and so please let us know if there are any reasonable accommodations at all that we can make to the recruitment process to ensure that it works for you. We are also committed to ensuring that we continue to review and make accommodations throughout your employment with ADD.



Zakia (personal assistant), Fakiha, Jamila and Yumna, young disability justice activists, Tanzania.



Dorice, Disability Justice Activist, Tanzania. Dorice took part in our Young Leaders programme.

“Having spent time with organisations of people with disabilities, I have learnt how they are run and also improved my confidence through seeing that youth with disabilities can do anything.”

<https://add.org.uk/dorice/>

JOB PURPOSE.

Grantmaking and Movement Support Director is a senior-level role that focuses on leading the organisation's Grantmaking initiatives and supporting disability justice movements to achieve strategic goals.

Your role will be to have overall oversight of ADD International's Participatory Grant Making, Movement Support and Leadership Academy. You will manage and develop a new team that includes our Head of Participatory Grant Making and Movement Support, our Head of Learning and Impact and our Disability Rights Leadership Programme Manager. You will be able to shape this team over the coming few years as our new strategy develops.

You will work closely with the Co-CEO's and our other Directors to lead ADD. As a key member of ADD's Senior Leadership Team (SLT) you will take responsibility for helping shape that process and working closely with other Directors on it as it unfolds. The role will involve a significant amount of international travel.

Role Description

The Grantmaking and Movement Support Director will oversee the development, implementation, and evaluation of the organisation's participatory grantmaking strategy, ensuring alignment with our strategic framework Mtiririko. This role will also provide strategic leadership in supporting movements and coalitions and driving systemic change through the Global Disability Leadership Academy.

RESPONSIBILITIES.

Leadership of Participatory Grantmaking Strategy and Oversight

- Develop and lead the organisation's participatory grantmaking strategy, framework and priorities
- Ensure transparent, equitable, and impactful participatory grantmaking processes.
- Oversee the review, selection, and monitoring of grantees to ensure alignment with organisational goals.
- Manage the grant portfolio and allocate resources effectively to maximize impact.
- Work with our Resources, Systems and Culture Directorate to ensure that we work to develop effective Grant Operations appropriate to our participatory grant making models in place.

Movement Support and Advocacy

- Build and nurture relationships with grassroots movements, networks, and coalitions.
- Coordinate the provision of technical and strategic support to movements to strengthen their capacity and sustainability.
- Facilitate collaboration and learning among grantees and partners to amplify collective impact.
- Represent the organisation in high-level discussions and forums related to movement building and social justice.
- Oversee the running and function of the Global Disability Leadership Academy.

Leadership and Team Management

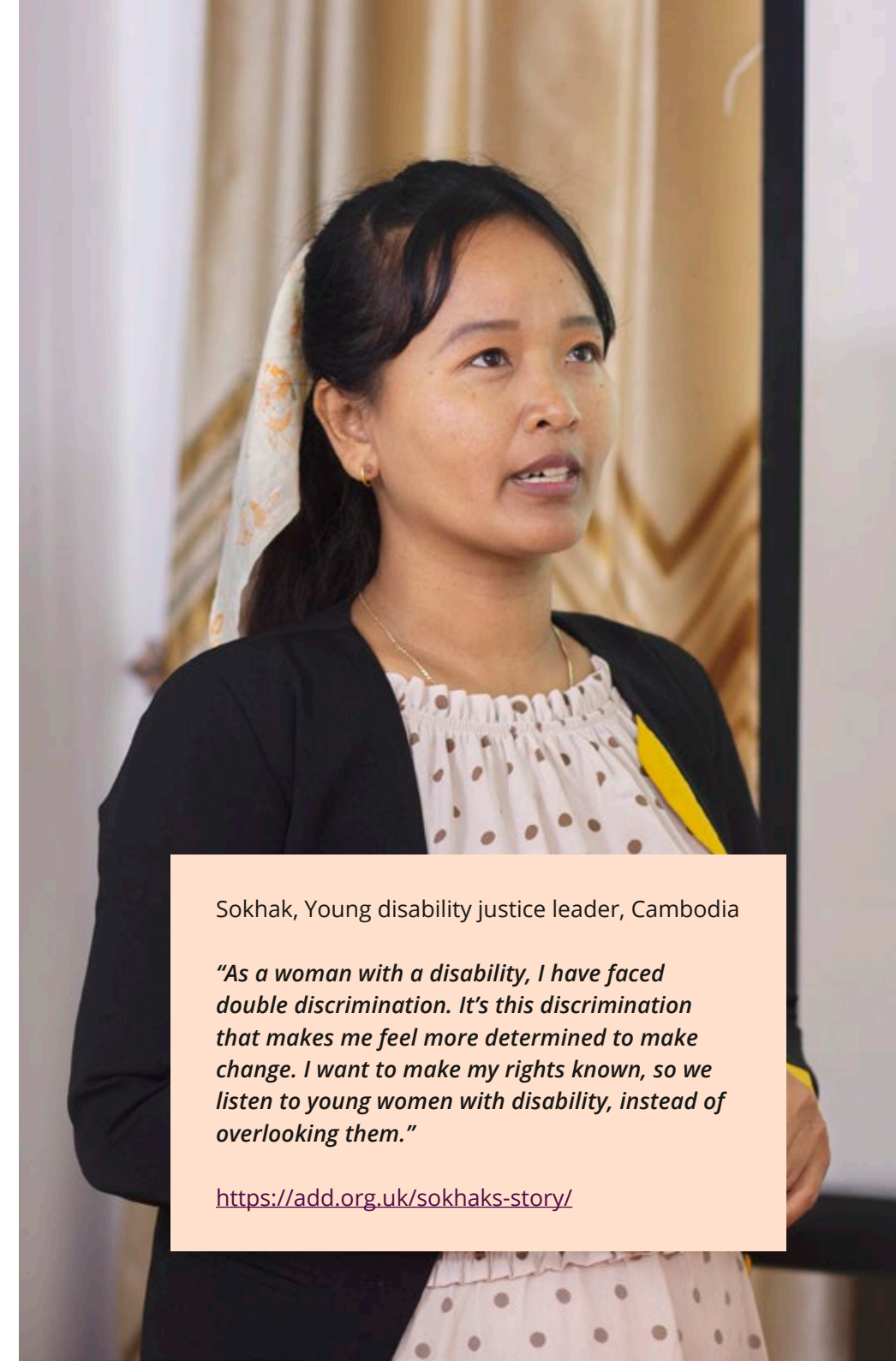
- Develop and lead the Grant Making and Movement Support team by providing guidance and mentorship.
- Be a key member of SLT responsible along with your peers and our Co-CEOs for the achievement of our organisational objectives.
- Foster a collaborative and inclusive working environment.
- Collaborate across departments to integrate grantmaking and movement support strategies with organisational goals.

Monitoring, Evaluation, and Learning

- Oversee the development of activist centred approaches to track grant outcomes and measure impact.
- Ensure the collection of insights and lessons from supported movements to inform strategy.
- Lead reporting to funders, board members, and other stakeholders on participatory grant making and movement support activities.

Resource Mobilisation and Partnership Building

- Work closely with the Director of Funding, Communications & Transformative Partnerships to identify and cultivate funding opportunities to secure funding and expand the organisation's impact.
- Represent the organisation in public forums and donor engagements to advocate for its mission.



Sokhak, Young disability justice leader, Cambodia

"As a woman with a disability, I have faced double discrimination. It's this discrimination that makes me feel more determined to make change. I want to make my rights known, so we listen to young women with disability, instead of overlooking them."

<https://add.org.uk/sokhaks-story/>



Justine, Disability Justice Activist, Uganda. Justine is part of the same group as Fazira above.

"Because of me, people and even leaders now say wow, people with disabilities can do anything that another can do and I've become an example to people around me."

<https://add.org.uk/justine/>

RESPONSIBILITIES.

Safeguarding Responsibilities and Level

We are committed to ensure we are a safe organisation, delivering safe programmes that ensure we do no harm to people we work with. Our processes ensure all posts are graded, based on interaction with children and vulnerable adults. This post is a Level 3 post, see outline of all levels below:

- **Level 1** – HQ based, no real direct access to children/vulnerable adults;
- **Level 2** – a travelling role, possible access to children/vulnerable adults but unlikely to be alone;
- **Level 3** – regular access to children/vulnerable adults including on their own, or lead responsibility for safeguarding within office/location.

In addition to the responsibilities listed above, this role like all at ADD will also have specific responsibilities relating to safeguarding:

- Ensure our approaches to Safeguarding are relevant and appropriate to the grant making, movement support and leadership academy work we are undertaking
- Ensure familiarity, and compliance with, ADD's child and vulnerable adult safeguarding policy and undertake training as required.

In particular:

- Contribute to creating and maintaining an environment (including within ADD and our grant making approaches) that prevents safeguarding violations and promotes the implementation of ADD's policy;
- Report any concerns or suspicions regarding safeguarding violations by an ADD staff member or associated personnel to the appropriate staff member.
- Ensure the team is fully briefed and trained on ADD's safeguarding policy and respond appropriately to any safeguarding concerns they might raise.
- Take responsibility for ensuring our transition to a participatory grant maker is done in a way that does no harm and is respectful to the people and organisations with whom we work.

All posts at senior management level are required to provide police checks for the countries in which they are based/have worked.

All level 3 posts will be required to undertake regular police checks (or equivalent depending on location).

CANDIDATE PROFILE.

Person Specification

- Strategic leadership skills and the ability to develop strategic priorities based on the overall organisational strategy and follow through and implement them
- A proven track record in managing grant portfolios, programmatic initiatives, or movement-building strategies.
- Significant experience in working with disability justice organisations and understanding the dynamics of social movements.
- Ideally you will also have practical experience in the strategic leadership of participatory grant making initiatives
- Strong leadership and team management skills and experience, with the ability to develop, inspire and mentor a diverse and geographically dispersed team.
- The ability to cope with a good deal of complexity and to be both thoughtful and pragmatic avoiding perfectionism from becoming an obstacle to improvement
- Excellent strategic thinking and organisational skills.
- Demonstrated ability to work collaboratively across diverse sectors and stakeholders, including maintaining relationships with a range of peers and partners in our work
- Deep understanding of social justice, equity, and inclusion principles.
- Experience of disability and the challenges faced by disabled people in the global south, and the role of activists and disabled people led organisations in solving these;
- Experience of safeguarding policy and practice related to children and/or vulnerable adults
- Clear commitment to the transformation of INGOs role in southern civil society, and the moving of resources and power and an understanding of how you can contribute to re-imagining the role of INGOs;
- Excellent communication and engagement skills in English;
- Ability to oversee budgets and understand complex financial information and make decisions based on it



Vireak, Young disability justice leader, Cambodia

"We want our voice to be heard by the world. We want our rights to be known by the world."

<https://add.org.uk/vireak/>



Daniel, young leader from Tanzania

Daniel is part of our Young Leaders' programme to develop the leadership skills of young disability activists in the countries where we work.

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)-Organisation e.g., Pat-Jones-CV-0425-ADDInternational or Pat-Jones-CoverLetter-0425-ADDInternational.

If you require reasonable accommodations to your application (and/or at any stage of the recruitment process) and wish to apply through an alternative method (e.g. video or audio recording), then please get in touch with Oxford HR directly – **see 'Queries section' for contact details.**

Timeline

Closing Date:	5th May 2025
First stage interviews:	May 2025 (TBC)
Final interviews:	June 2025 (TBC)

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

We are keen to promote strong principles of equality and diversity and would welcome applications from all backgrounds. Disabled people are strongly encouraged to apply and as a 'disability confident employer' ADD guarantees to interview all disabled candidates who meet the minimum criteria. We also prioritise applications from disabled people, this means that we first only review applications from those who identify as disabled. Only if we are unable to recruit from this group will we review other applications.

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 pjeruto@oxfordhr.com in the first instance. Please write in the subject line: **ADD – Grantmaking and Movement Support Director.**

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 a support remarkable leaders and teams, improve their board effectiveness and support on a range of leadership functions.

Learn more at: oxfordhr.com



Fakiha, Jamila and Yumna, young disability justice activists, Tanzania.

This group received funding to implement their project, growing digital literacy among their peers. Their project helped young people with disabilities in Zanzibar get online, access opportunities and tackle discrimination.

"By giving us the power to decide what projects to implement and how to implement, it gives us the chance to address the actual problems that persons with disabilities face. This is because we are the ones being affected by these challenges, hence understanding the desired solutions."

<https://add.org.uk/digital-access-zanzibar/>



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