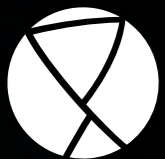




*Perdona*

# Head of Partnerships

June 2026





## About Global Alliance for Green and Gender Action (GAGGA)

The Global Alliance for Green and Gender Action (GAGGA) catalyzes climate funding at scale and distributes it directly into the hands of organizations on the frontlines, led by women, trans, non-binary and intersex people, who are most effective, yet least resourced, in addressing the climate crisis. GAGGA also strengthens gender-just climate action by facilitating peer-to-peer learning, collective advocacy, and cross-regional collaboration. Over the past decade, GAGGA has worked in 60 countries and has strengthened the capacities of 2,590+ frontline climate action partners and distributed more than €50 million in funding. GAGGA also facilitated over 175 in-person and virtual cross-learning sessions and supported 2,360+ bottom-up advocacy initiatives for gender-just climate solutions across its network of partners.

GAGGA is an Alliance founded in 2016 by three organizations – Fondo Centroamericano de Mujeres Foundation (lead), Mama Cash and Both ENDS – in response to the urgent need to fund and support gender-just climate action.

As GAGGA marks its 10th year anniversary, it aims to boost its resource mobilization efforts and ensure its sustainability in the long term. To this end, GAGGA is looking for a donor engagement lead with excellent strategic donor engagement, partnership building and fundraising experience leading our ambitious goal of raising 20M EUR in the next five years. This funding is critical for GAGGA to sustain results and to expand the reach and scope of our work from 2026 onward.

## | The Role

### Role:

Head of Partnerships

### Location:

The consultancy is not location specific. The successful candidate should be able to work across time zones (i.e. be available during working hours in Europe and Central America).

### Salary:

USD 5,800 – USD 7,000 USD (gross) per month.

### Employment Type:

Full-time, 40 hours/week.

### Other:

The selected person will be hired through an EOR contract. An employment contract will be provided in accordance with the national laws of the country of residence of the person to be hired; therefore, the person must have a valid work permit in that country.

### Preferred Start Date:

August 2026.

### International Travel:

Required.





## Job Summary

The ideal candidate will bring a strong network of donor relationships and a proven track record in securing major grants from institutional funders, especially bilateral, multilateral, and large philanthropic foundations. They must demonstrate agility, creativity, and a commitment to building transformative relationships. Experience in representing and fundraising for a consortium, along with the ability to skillfully navigate and negotiate partner dynamics and relationships, is essential.

The Head of Partnerships reports to FCAM and works closely with the GAGGA Fundraising Working Group, consisting of representatives from each member organization, and maintains an open line of communication with the Executive Directors of the three Alliance Members forming GAGGA's Steering Committee and with the GAGGA Head of Advocacy and Policy.

# | Responsibilities

## Core Responsibilities:

- Mobilizes resources for GAGGA through the development of partnerships with institutional donors (outreach and engagement, coordinate grant proposal development, etc.);
- Raises GAGGA's profile among funders and other relevant stakeholders;
- Stewards GAGGA's donor relationships;
- Ensures alignment and collaboration in support of fundraising goals.

## Resource Mobilization:

- Designs, manages and implements a prospecting strategy and plan to mobilise resources from institutional donors, including identifying and pursuing new types and sources of funding, new partnership development, building and cultivating relationships, in alignment with GAGGA's priorities and in close cooperation with the Fundraising Working Group;
- Conducts research on prospects and develops and updates prospect profiles for both philanthropic foundations and bilateral;
- Leads, writes and/or oversees the development of high-quality funding proposals;
- Keeps up to date on trends in philanthropy and development cooperation and funding opportunities for GAGGA's work;
- Represents GAGGA in donor cultivation and solicitation meetings.

## Raises GAGGA's Profile:

- Organizes, identifies and attends key convenings in collaboration with GAGGA Head of Advocacy and Policy and/or Alliance Members, to network and build GAGGA profile among funders;
- Raises GAGGA's profile and case for support in collaboration with GAGGA's Programme Committee, Fundraising Working Group and Advocacy Working Group;
- Leads the collaboration with other working groups to ensure that GAGGA's reports, newsletters, and other communications pieces speak to the institutional donor audience.

## Cultivates Current Donors:

- Builds and fosters strong relationships with institutional donors and networks through proactive engagement and reporting, in collaboration with GAGGA's Programme Committee;
- Leads, writes and/or oversees the reporting process and works collaboratively with the GAGGA PMEL officer and others to ensure reports, workplans, etc., are prepared in accordance with the templates, requirements and timeline of donors.
- Supports GAGGA in planning, coordinating, and preparing for external events, donor meetings, and speaking engagements that involve (prospect) institutional donors, ensuring speakers are well-equipped with briefing info, talking points, when needed.

## Ensures Alignment and Collaboration in Support of Fundraising Goals:

- Works together with the GAGGA Fundraising Working Group and facilitates joint regular meetings;
- Leads internal GAGGA processes for the review and approval of proposals;
- Consults with and addresses feedback from relevant working groups when developing donor reports, proposals and other materials;
- Liaises with the GAGGA Head of Advocacy and Policy and the Advocacy Working Group, to analyze and identify current and new potential supporters to GAGGA that might emanate from their work;
- Supports GAGGA Head of Advocacy and Policy in donor related advocacy and influencing events;
- Works with the Programme Committee to ensure alignment with GAGGA's strategies;
- Work with the Finance team on budget preparation and compliance with donor restrictions;
- Develops Terms of References and conduct the hiring process and follow up of consultants under their supervision;
- Participates in GAGGA in-person events or meetings if required.



## Candidate Profile

- Master's degree in a related field (political science, gender studies, environmental studies, climate studies or related field);
- Strong commitment to and knowledge of environmental and climate justice, women's rights, and gender justice; understanding of cross-movement building is an added value;
- At least ten years of relevant work experience, in particular securing large, multi-year grants for complex, consortium-led programs from climate / environmental donors;
- Successful track record of relationship building, soliciting and securing grants from institutional donors, in particular from climate philanthropies;
- Highly developed communications and interpersonal skills (verbal and written), with the ability to interact with people from a wide diversity of backgrounds and cultures;
- Excellent writing, research and analytical skills;
- Attention to detail and strong editing skills;
- Ability to handle a large volume of work, manage a variety of tasks simultaneously and meet multiple deadlines;
- Bring a relevant and broad network and a strong ability to independently develop and maintain external relationships;
- Thrives in a remote and distributed global team environment, with dual accountability structure;
- Detailed knowledge of and demonstrated proficiency in Microsoft Office;
- Fluency in English. Being fluent in Spanish is a valuable asset.

We value the expertise and knowledge of those who have directly experienced injustice and are working towards the just world GAGGA believes in. We particularly welcome applications from BIPOC (black, indigenous, people of color) and LGBTQ+ people from the Global South.

# | 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 the 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-Date (mmyy)-GAGGA (for example, “Pat-Jones-CV-062026-GAGGA” or “Pat-Jones-CoverLetter-062026-GAGGA”).

## Timeline:

Applications will be reviewed on a rolling basis; early applications are encouraged.

**Closing Date: 12th July 2026**

GAGGA will conduct two rounds of interviews, expected to take place during the last week of July.

## Selection Process:

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the Oxford HR Consultant email address (see below) to their safe senders list and regularly check their spam folder.

## Equality Statement:

Equality and diversity are at the core of Global Alliance for Green and Gender Action’s values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

## 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 [jchumacero@oxfordhr.com](mailto:jchumacero@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.

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