



# Business Development Manager — Philanthropy & New Partnerships

July 2026

# About ATR Consulting

Assess Transform Reach (ATR) is an international research, monitoring, and evaluation firm specializing in third-party monitoring (TPM), data collection, and evidence generation in fragile and conflict-affected settings. ATR was founded in 2012, has implemented projects in 44+ countries, and has delivered over 290 multi-sector assignments for some of the world's most demanding clients, including the World Bank, UNICEF, WFP, UNESCO, FAO, the European Commission, and the Bill & Melinda Gates Foundation.

ATR's work spans the full monitoring cycle at scale. Annually, the organization conducts thousands of physical site visits and tens of thousands of interviews across active conflict zones and hard-to-reach areas, supported by a roster of over 4,500 field enumerators, 400+ trained call center agents, and a dedicated in-house data analytics function. This includes serving as physical monitoring lead on the

World Bank's largest single TPM contract globally, as well as delivering census-scale data collection, post-distribution monitoring, impact evaluations, and community feedback mechanism oversight across humanitarian and development portfolios worth hundreds of millions of dollars.

ATR's roots are in large-scale monitoring work in Afghanistan, and the past two years have been a period of strong growth by adding new contracts in Yemen, Somalia, Nigeria, and Chad on top of an already established global footprint and long-standing frameworks with UN agencies and multilateral donors. Building on this momentum, the organization is now entering a new phase of growth diversifying its portfolio, moving from reactive bidding to proactive positioning, diversifying funding sources, and building a stronger presence beyond a limited set of markets and institutional donors.





# The Role

**Role:**

Business Development Manager —  
Philanthropy & New Partnerships

**Location:**

Global Remote. Candidates must  
be willing to work hours that  
substantially overlap with Europe  
and Africa (UTC-1 to UTC+5:30)

**Salary:**

Very competitive

**Reports to:**

Business Development Director

# The Opportunity

ATR has built its reputation and its client base primarily through institutional donors and multilateral partnerships. They are now ready to move into new territory — particularly private philanthropy and foundations — and need someone who already has the network, the understanding, and the relationships to make that happen.

This is a role for a connector and a builder. You will bring external relationships and sector knowledge that ATR does not yet have, develop new funding streams, and work alongside the Head of BD and the wider team to position ATR as the partner of choice for foundations and donors interested in impact and accountability in fragile environments.

## What ATR Offers

- A unique opportunity to open an entirely new funding channel for a technically world-class organisation.
- Freedom to shape your own approach and build something new in collaboration with the Head of BD and the team.
- A flat, founder-led culture that respects expertise and welcomes ideas from all directions.
- Financial stability and an existing portfolio of relationships to build from.
- Remote working with genuine flexibility.





# Key Responsibilities

## Philanthropy & Private Sector Network Activation

- Personally contribute towards approximately USD 1.5–2M in awarded philanthropic and private-sector funding over 12 months, rolling up into ATR's overall organizational target of ~USD 5M in awarded contracts.
- Personally leverage an existing, active network of relationships with philanthropic foundations, family offices, corporate foundations and CSR programs, and private funders engaged in international development, humanitarian response, or MEL/TPM.
- Open new relationships with funders not yet engaged by ATR, with particular attention to mid-size and emerging foundations and private funding vehicles active in fragile and conflict-affected settings.
- Represent ATR directly in donor meetings, conferences, and sector convenings, building visibility and trust with philanthropic and private-sector actors.
- Track and personally nurture a portfolio of funder relationships, moving them from initial contact through to a funded partnership.

## Proposal & Concept Development

- Personally draft and lead proposals, concept notes, and funding pitches for philanthropic and private-sector opportunities, working directly

with technical and country teams.

- Develop unsolicited concept notes annually, tailored to specific funders' interests, language, and theory of change.
- Ensure proposals reflect funder-specific priorities, credible budgets, and strong partner positioning, drawing on internal experience and available benchmarks.
- Coordinate closely with the BD Lead on shared pipeline visibility and organization-wide bid/no-bid decisions, ensuring philanthropy and private-sector opportunities are properly reflected in ATR's overall pipeline.

## Partnership with Philanthropy & Private Funding

- Identify and build relationships with intermediaries relevant to this funding space, donor collaboratives, philanthropic networks, impact investors, family office advisors, and corporate partnership teams.
- Support small, targeted partner arrangements specific to philanthropic and private-sector proposals, coordinating with the BD Lead where these intersect with larger consortium or framework opportunities.
- Prioritize partnerships that open doors to new philanthropic or private funders, particularly where ATR benefits from stronger positioning or additional credibility.

# Key Responsibilities

## Branding, Identity & Digital Presence

- Lead the hands-on execution of ATR's website redesign — content, structure, and positioning — coordinating with external web developers or designers as needed and working within the direction set by ATR's leadership.
- Produce a set of tangible BD “products” from ATR's delivery experience: strong case studies, briefs, an organizational profile, and thought leadership pieces, usable across proposals, the website, and donor conversations.
- Manage ATR's day-to-day digital presence, including LinkedIn and other relevant channels, ensuring consistent visibility with donors and partners.
- Develop capability statements and pitch decks tailored to philanthropic and private-sector audiences.

## Coordination & Reporting

- Provide regular updates on pipeline, relationship progress, and funder intelligence to the Managing Director and the BD team.
- Feed funder insight and market intelligence from the philanthropy and private-sector space into ATR's overall BD strategy, without owning strategy-setting itself.
- Provide light mentoring and support to one BD Officer on philanthropy-related proposal work, as needed.





# Profile Requirements

## Essential

- 8–12+ years of business development or fundraising experience, with a demonstrable, existing network of relationships within philanthropic foundations and/or private-sector funders active in international development, humanitarian, or related sectors, this network is a mandatory requirement.
- A track record of personally securing philanthropic or private-sector funding, rather than primarily supporting or directing a team's efforts.
- Strong, hands-on proposal and concept note writing skills, comfortable drafting independently under tight deadlines.
- Experience or strong aptitude for branding, website content, and digital communications, able to lead a website redesign and produce content, not only direct others to do so.
- Comfortable operating as an individual contributor in a lean environment, without the expectation of managing a large team.
- A genuine self-starter, resourceful and able to operate with a high degree of autonomy in a fast-moving, still-evolving environment.
- Demonstrated use of AI tools in BD processes, mandatory.
- Strong understanding of donor landscapes and funding cycles within philanthropy and the private sector.

## Desirable

- Existing relationships with EU-based foundations or private funders, complementary to the BD Lead's focus on EU institutional mechanisms.
- Background in marketing, communications, or brand strategy.
- Experience in MEL, or research-focused organizations.
- Experience working in fragile and conflict-affected settings.
- Coaching or mentoring experience.

## Personal Attributes

- **A self-starter** who is comfortable operating with a high degree of autonomy in a fast-moving, still-evolving environment — someone energized by building systems and structure rather than waiting for them, and who brings flexibility and resourcefulness to shifting priorities.
- A team player, comfortable working across departments, time zones, and seniority levels with flexibility and a collaborative mindset.
- A natural networker and relationship-builder who brings people to the table.
- Collaborative and ego-free — able to work alongside a senior colleague without competition, and contribute to a team culture built on trust.
- Genuinely motivated by impact in the world's most difficult places.

# 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-Document Name-Date (mmyy)-Organisation e.g., Pat-Jones-CV-0726-ATRConsulting or Pat-Jones-CoverLetter-0726-ATRConsulting.

Please note that all our clients recruiting in the UK are legally obliged to confirm that the appointee is eligible to work in the UK. As of 1 January 2021, government’s new regulations will apply. For further information visit the Home Office website at <https://www.gov.uk/browse/visas-immigration/work-visas>.

## Timeline

Note that CVs are reviewed on an on-going basis, we encourage candidates to apply as early as possible.

**Closing Date:** 9th September 2026  
**First Stage Interviews:** End September 2026  
**Final Interviews:** Early October 2026

## 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 ATR Consulting’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 [acschaubjones@oxfordhr.com](mailto:acschaubjones@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)



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