Humanitarian OpenStreetMap Team

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CANDIDATE PACK

DIRECTOR OF BUSINESS DEVELOPMENT

November 2026

ABOUT HUMANITARIAN OPENSTREETMAP TEAM

Humanitarian OpenStreetMap Team (HOT) is a global leader in community-led mapping, working at the intersection of humanitarian action, international development, open data and technology. We enable communities, governments and humanitarian organisations to create and use the geospatial data needed to make better decisions, strengthen resilience and improve lives.

Since its inception, HOT has mobilised more than 750,000 contributors to map an area home to one billion people. Our open data and technologies have supported humanitarian response, climate adaptation, public health and urban development around the world.

In 2026, HOT became one of three organisations to receive a second investment from the Audacious Project. This backing supports our next ambition: building an Open Mapping Marketplace that connects organisations needing high-quality geospatial data and services with trusted local mapping communities. Our goal is to create a sustainable, community-led model that directs more investment and opportunity to local organisations while transforming how critical data is produced and used.





THE ROLE

Role:
Director of Business Development

Location:
Remote, Global, with availability for regular meetings in US + European timezones, and ad hoc meetings in other timezones

Salary:
$130,000 USD (variance will be dependent on tax location of identified candidate and experience)

Other:
Full-time, senior leadership position. Travel up to 25%

JOB SUMMARY

The Director of Business Development will lead HOT's global approach to income generation, guiding both fundraising across philanthropic, institutional and corporate sources and business development to grow earned revenue.

The role will play a crucial role in shaping the company's revenue strategy, aligning all revenue-generating departments, building strategic partnerships, driving market expansion, and ensuring long-term profitability and success.

They will be responsible for implementation of the strategy, ensuring that HOT has the propositions, pipeline and organisational structures & discipline required to achieve its ambitions. A particular priority will be helping HOT strengthen its earned-revenue model, including the Open Mapping Marketplace, while protecting and growing its philanthropic and institutional funding.

The Director will also provide strategic direction to HOT's marketing and communications work as part of the revenue strategy. Working with an established communications and marketing team, they will ensure that HOT's external engagement starts with its future priorities: what HOT needs to fund or sell next, which audiences it needs to reach, and what evidence, stories and campaigns will build demand and convert opportunities.

This is a senior role with organisation-wide leadership position. The successful candidate will work closely with the Executive Director, Leadership Team, Board, regional teams, programme and technology leaders, and community partners. They will combine fundraising and commercial discipline with a strong commitment to HOT's mission, values and locally led approach.





RESPONSIBILITIES

Growth and Income Strategy

- Develop and lead an integrated, multi-year income strategy covering philanthropy, institutional funding, corporate partnerships and earned revenue.
- Translate HOT's organisational strategy into clear income priorities, target audiences, markets and propositions.
- Deliver on ambitious but achievable revenue targets, supported by clear plans, ownership, forecasting and accountability.
- Build and maintain a strong and diversified pipeline, identifying revenue opportunities, concentration risks and emerging gaps.

Head of Team's Standard Accountabilities

- Protect and grow HOT's existing funding base while developing new relationships with foundations, institutional donors, governments, corporations and major supporters.
- Personally leads a portfolio of HOT's most strategically important relationships, opportunities, solicitations and negotiations.
- Lead the development of HOT's earned-revenue approach, including the Open Mapping Marketplace and other mission-aligned services.
- Work across HOT and specifically with the marketing team to turn its capabilities into compelling, deliverable and financially viable propositions for specific customers, donors and partners.
- Identify and develop new markets, customer groups, strategic partnerships and revenue models aligned with HOT's mission.
- Work with finance, programme, technology and regional teams on pricing, costing, contracting and business-model development.
- Ensure that insight from customers, donors and partners informs HOT's propositions, services and strategic direction.

Marketing and Strategic Communications

- Set the strategic direction for HOT's highly capable marketing and external communications teams, ensuring they advance the organisation's income, partnership and influence priorities.
- Define the priority audiences HOT needs to reach, what it needs those audiences to understand or do, and the evidence and messages most likely to engage them.
- Work with the communications team and colleagues across HOT to develop the stories, proof points and campaigns needed to build demand for priority offers.

Revenue Oversight and Reporting

- Work closely with the Finance team to ensure revenue projections are accurately reflected in organisational budgets and financial forecasts.
- Collaborate with the communications, corporate partnership and BD (global & hub) to ensure that external engagement is sufficiently targeted toward successful donor engagement and fundraising wins.
- Manage a bi-weekly pipeline review with all roles aligned with revenue generation, to ensure we keep on track.
- Provide regular revenue performance reports to the Leadership Team, and Board.
- Monitor and report on pipeline health, conversion rates, and revenue trends.
- In partnership with the portfolio and finance teams, ensure compliance with all grant reporting requirements and donor obligations.

Team and Organisational Leadership

- Lead and develop a high-performing global team spanning fundraising, business development, corporate partnerships, marketing and communications.
- Strengthen collaboration and accountability across all teams contributing to income generation, and advise the Executive Director, Leadership Team and Board on performance, opportunities and risks.

CANDIDATE PROFILE

You will be a highly business orientated and strategic income-generation leader with a strong track record of securing significant funding, partnerships and business development opportunities across philanthropic, institutional and commercial markets. You will have successfully developed and delivered organisation-wide growth strategies, diversified income streams and built sustainable revenue pipelines. A high-energy, entrepreneurial leader, you combine strategic vision with practical execution and are recognised as a genuine starter-finisher who turns ideas into results.

As an accomplished relationship builder and natural salesperson, you will excel at identifying new markets, cultivating senior-level partnerships and translating complex organisational capabilities into compelling propositions. You will bring strong commercial instincts, outstanding networking skills and a willingness to test new ideas, adapt products and services, and create solutions that meet evolving client and stakeholder needs. Experience developing earned-income opportunities alongside traditional fundraising approaches would be a particular advantage, helping to build a more diversified and resilient funding base.

You will be a passionate people leader, having extensive experience developing multidisciplinary and geographically distributed teams, while fostering a culture in which fundraising and business development are seen as a shared organisational responsibility. You are committed to building fundraising capacity at all levels, coaching and empowering colleagues to contribute to growth and partnership development. Combining strong financial acumen with a collaborative, people-focused approach, you should inspire confidence, drive performance and help organisations achieve long-term sustainability and impact.

Experience in aligning marketing and communications functions to support business development would be an advantage. If you don't have direct experience in this, then an interest and understanding of how it would be achieved would also be helpful.





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-1126-HOT or Pat-Jones-CoverLetter-1126-HOT.

Timeline

- **Closing Date:** 22nd November 2026
- **First Stage Interviews:** w/c 7th December
- **Final Interviews:** w/c 14th December

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 HOT’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 ggriffiths@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







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