Director, Strategic Partnerships

November 2026

NUTRITION INTERNATIONAL



About **Nutrition International**

For more than 30 years, Nutrition International has been a leader in improving the nutritional status, health and wellbeing of people living in vulnerable situations around the world, with a focus on women, adolescent girls and children.

We are at the forefront of the global nutrition effort, conducting cutting-edge research and delivering life-saving nutrition interventions, all while keeping the needs of those we serve – and the challenges they face – at the centre of all we do.

Our goal is simple: eliminate malnutrition and break the cycle of poverty and inequality – and in doing so, save lives, improve health, strengthen health systems and generate significant, lasting social and economic benefits.

Woven into the very fabric of our approach is the passion and drive of our global team of over 600 people, working in 13 offices across 11 countries with one common goal: transforming the lives of people who need it most through improved nutrition.





The **role**

The Director, Strategic Partnerships is responsible for driving transformational funding for Nutrition International (NI) through deep, innovative, and enduring partnerships with major donors, governments, philanthropies, multilaterals, and non-traditional actors — securing and stewarding the large-scale, and increasingly flexible investment that allows NI to scale its impact for those we serve. The role advances NI's mission by mobilizing financing for nutrition and child survival, including by helping governments and partners invest their own resources. The Director will help establish how this newly created unit works across all NI's portfolios, countries, and units, while the organization is evolving and growing at pace.

Within the Partnerships & Growth unit, this role works in close concert with the Director, Strategic Engagement, who leads on influence, positioning, and thought leadership. Engagement shapes the visibility, credibility, and policy environment that makes NI investable, and this role converts that positioning into committed, transformational funding.

The Director reports to the Vice President, Partnerships & Growth. The team is small, senior and collegial, with a lot of intellectual creativity. Some focus on developing and sustaining high-impact partnerships and financing opportunities, while others run partnership development, covering pipeline, funding submissions and grant transition day to day. The Director sets direction, coaches the team and takes personal lead on the largest partnerships.

This role is ideal for candidates who thrive on building trusted, high-value relationships, structuring innovative partnerships, and unlocking new pathways to advance the global good through collaborative action. As a seasoned leader, they will bring the maturity and steadiness to help shape a new unit at an exciting time in NI's evolution.

TITLE
Director, Strategic Partnerships

LOCATION
Remote or hybrid, in a country where NI operates. Some preference for Ottawa, Canada or London, England. Must be available part of the day in Eastern Time.

SALARY
$155,000 - $170,000 CAD plus benefits

TRAVEL REQUIREMENTS
Approximately 15–20% of the role will involve travel to cultivate and steward donor and partner relationships. Regular travel within/to Canada and internationally required.

Duties **& responsibilities**

SECURE TRANSFORMATIONAL PARTNERSHIPS & INVESTMENT

- Lead efforts to identify, pursue, and secure new partnerships with major donors — governments, foundations, multilaterals, and non-traditional actors — leveraging their own networks in the global health and development community and NI's Canadian and global networks to mobilize resources and scale programmes.
- Prioritize larger, more flexible, and less restricted funding that increases NI's agility and long-term impact.
- Set the strategic partnerships plan and funding targets for major donors, governments, multilaterals, and philanthropies, aligned with NI's multi-year strategy and investment case, and recommend where NI invests its relationship effort.

MAJOR DONOR & GOVERNMENT FUNDING PARTNERSHIPS

- Build, deepen, and steward high-value funding relationships with major donors and institutional funders.
- Lead and steward government and multilateral funding partnerships, negotiating and structuring strategic funding agreements, and coordinating with the Director, Strategic Engagement where the broader government relationship, positioning, or diplomacy is concerned.

INNOVATIVE & BLENDED FINANCE

- Develop and structure innovative and blended finance approaches — including co-financing, debt conversion, domestic resource mobilization, and engagement with international financial institutions, so that governments and partners invest more in nutrition and child survival alongside NI.
- Design new funding models and value propositions with donors' perspectives, priorities, and risk appetite in mind.

PARTNER CULTIVATION, STEWARDSHIP & RETENTION

- Cultivate and steward a portfolio of strategic partners across the full relationship lifecycle, sustaining donor confidence, satisfaction, and long-term commitment.
- Negotiate and steward strategic funding agreements, overseeing the quality and timeliness of donor stewardship, reporting, and compliance in coordination with programme/portfolio teams, ensuring commitments are met and performance is tracked.
- Lead the preparation and execution of donor missions and travel for targeting and stewardship, and ensure donors are kept informed of notable results and recognized for their role.

CROSS-SECTOR & INNOVATION PARTNERSHIPS

- Build and sustain partnerships with private-sector allies, NGOs, and academic institutions which could also unlock co-financing, innovation, and collaborative resource-mobilization opportunities.
- Collaborate internally to align partnership strategies with NI's overall growth agenda and programme priorities.



Duties **& responsibilities**

TEAM LEADERSHIP

- Lead and develop the broad Strategic Partnerships team setting priorities, agreeing on development plans, and managing performance. Manage the teams' budget within delegated authorities.

COORDINATE FOR GROWTH AND WAYS OF WORKING

- Ensure a disciplined path from first conversation to funded partnership and delivery, with Partnership Development leading the day-to-day pipeline, go/no-go, proposal, and grant-transition processes.
- Partner with programme, portfolio, and R&D teams to translate high-impact initiatives into fundable, investable propositions.
- Lead NI's strategic donor and partner relationships and the commitments made to them, consulting programme and portfolio leaders early, drawing on their technical expertise so that what NI offers can be delivered, and agreeing with them how they take part in each relationship.
- Help establish the unit's role and ways of working while the organization changes, building trust and shared ownership of NI's fundraising priorities.
- Support the broader team in decisions and escalations involving programme, regional, and country teams, and take personal lead on the highest-value opportunities and partner negotiations, agreeing with the Vice President how the senior relationships are shared.
- Boundary: institutional positioning, thought leadership, strategic communications, policy monitoring, and nutrition diplomacy are led by the Director, Strategic Engagement; this role focuses on converting that influence into secured, well-stewarded funding.

Candidate **profile**

EDUCATION & EXPERIENCE:

- Master's degree preferred in international development, public policy, business administration, public health or nutrition, or a related field; bachelor's degree required.
- 12+ years of progressive experience in international partnerships, resource mobilization, or global development, with a strong track record of securing significant funding from governments, foundations, and multilaterals.
- Demonstrated ability to build and maintain high-level relationships, especially with senior government officials, major donors, and multilateral bodies, and an established network in the global health and development financing community, including foundations, development banks, UN agencies, and global health initiatives, with the credibility to open doors with them from the outset.
- Experience navigating complex multi-stakeholder environments, including Canadian and global agencies, NGOs, and the private sector.
- Outstanding negotiation, relationship-management, and analytical skills for complex, high-value deal making, both with external donors and partners and with internal stakeholders.
- Strategic thinking and leadership, with the ability to innovate partnership approaches and align them to NI's vision and growth agenda.
- Proven project management, organizational, mentoring, and development skills, with experience leading and developing a team and strong integrity, emotional intelligence, and self-awareness.
- Cultural competency and global perspective on global health, nutrition, and international development.
- Mature, steady leadership with the credibility to influence senior colleagues across a matrixed organization, build agreement through consultation, and move colleagues toward new ways of working while keeping relationships strong, with the judgment to know when to hold a position and when to give ground.
- Experience leading or taking part in consortia and co-creation arrangements is an asset.
- Experience helping to lead organizational change, or establishing a new unit or function within an established organization, is an asset.
- Nutrition expertise is not required. Familiarity with health or nutrition programming, enough to earn the confidence of technical and programme colleagues, is an asset.
- Knowledge of the operating environment in sub-Saharan Africa and South and Southeast Asia is an asset.
- Outstanding written and verbal communication skills in English; proficiency in French and/or Arabic is an asset.

Measures of **success**

Aligned to the Partnerships & Growth unit objectives and KPIs, this role is measured on its contribution to increased and diversified investment:

- Growth in flexible, unrestricted, and multi-year funding as a share of NI's funding base.
- Strength, retention, and satisfaction of major donor and partner relationships.
- New and diversified funding partnerships, including innovative/ blended finance and non-traditional actors.
- Seamless conversion of qualified opportunities into funded, well-stewarded partnerships, working with Partnership Development.
- Achievement of agreed major-donor and strategic partnerships targets, and a prioritized pipeline of large (US$5M+) opportunities identified and pursued with relevant colleagues.
- Additional financing for nutrition and child survival mobilized with and through partners, including government and co-financing contributions, alongside funding secured for NI.



What we **offer**

HEALTH BENEFITS THAT LOOK OUT FOR EVERYONE

- Life, accidental death and dismemberment, and disability insurance
- Health, vision and dental insurance
- $500/year health and wellness allowance
- Employee family assistance program

FLEXIBLE LEAVE THAT WORKS FOR YOU

- 4 weeks of paid vacation
- 15 days of sick leave
- 5 days of staff development leave
- Compressed Summer work weeks (May–August)
- Observe national and provincial statutory holidays
- Pregnancy and parental leave benefits

ADDITIONAL BENEFITS BECAUSE WE CARE ABOUT YOUR FUTURE

- $2500/year learning and development allowance
- Learning and development resources for employees
- Company-matched Registered Retirement Savings Plan (RRSP) up to 7%
- Opportunities for annual salary increases and bonus pay
- Opportunities for growth within the organization

ADDITIONAL PERKS!

- Perkopolis subscription
- GoodLife gym corporate membership discount
- Canadian Automobile Association (CAA) membership discount
- Spacious kitchen with complimentary refreshments
- Flexible work environment
- Monthly social events
- Employee wellness programs

The benefits outlined above are applicable to employees based in Canada. Benefit entitlements will vary depending on the country of employment and the applicable employment framework.

How to **apply**

All correspondence, at this stage, must 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)-NutritionInternational e.g., Pat-Jones-CV-1126-NutritionInternational or Pat-Jones-CoverLetter-1126-NutritionInternational.

TIMELINE

Closing Date: January 3rd, 2027
Interviews: February 2027

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 addresses (see below) to their safe senders list and regularly check their spam folder.

EQUALITY STATEMENT

Nutrition International is an equal opportunity employer. We celebrate diversity and are committed to an inclusive, equitable and accessible work environment. Upon request, accommodations due to a disability are available throughout the selection process. Please email arondi@oxfordhr.com or eguindon@oxfordhr.com so that we can consider any adjustments to the process that will allow you to be considered fairly for the role.

Nutrition International upholds a zero-tolerance policy on sexual exploitation, abuse and harassment (SEAH). Following the principles of the Inter-Agency Misconduct Disclosure Scheme, reference checks will include safeguarding verifications with previous employers. By applying to this position, candidates acknowledge and consent to these reference checks being conducted with previous employers.

Applicants must have legal authorization to work in their proposed country of employment, as NI will not sponsor work permits or employment visas for this position. Please note that all our offers are conditional subject to appropriate screening checks and satisfactory reference checks.

QUERIES

If you have any queries on any aspect of the appointment process, need additional information, or if you would like to have an informal discussion about this opportunity, please email either arondi@oxfordhr.com or eguindon@oxfordhr.com in the first instance.

About **Oxford HR**

Oxford HR operates globally - mainly within the international development and charity sectors.

We carry out retained executive search mandates at board and senior management levels. We also offer human resource and organisational development consultancy.

Oxford HR has many years of experience in search as well as an extensive network of international development, social sector, corporate, public sector, and academic contacts from across the world. We carry out comprehensive and often international searches designed to meet the specific needs of our client.

Learn more at: oxfordhr.com





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