



Job Announcement

Director of Development and Strategic Growth, Promundo-US

Washington, DC

November 2021

Promundo-US, an international non-profit organization working to engage men and boys in partnership with women and girls and non-binary individuals to promote healthy masculinity, support gender equality, and prevent violence, seeks a full-time Director of Development and Strategic Growth. This is an exciting position for someone interesting in supporting the expansion of Promundo-US's work, especially in the US.

About Promundo and Promundo-US

Promundo started in Rio de Janeiro in 1997 and works internationally to engage men and boys in advancing gender equality and preventing violence. Promundo-US was founded in 2011 to coordinate research, program development and advocacy internationally. In addition to work in the US. Specifically, Promundo-US carries out high-quality formative, population-based research; develops and conducts impact evaluations; implements and supports scale-up of gender-transformative interventions; and carries out national and international advocacy to achieve gender equality and prevent violence. Promundo-US's program areas include conflict and security; economic justice; fatherhood and caregiving; preventing violence; youth and equality; health equity; and research for action. Promundo-US flagship campaigns include MenCare, a global campaign for promoting men's equitable participation as caregivers, and the Global Boyhood Initiative, a global effort to promote healthy masculinity with boys ages 4-13. Promundo-US is based in Washington, DC, with staff based in several countries and cities. Promundo-US also partners with several national and international corporate sector partners on healthy masculinity and gender equality and provides training for corporate sector and other workplaces via its Workplace Advisors practice. For more information, see www.promundoglobal.org.

About the Position

Promundo-US is hiring a Director of Development and Strategic Growth, to lead its fundraising and partnership engagement. The Director will be joining Promundo-US's dynamic group of about 20 staff and consultants and will play a critical leadership role in expanding Promundo-US's fundraising, partnership development, and consulting efforts to support continued growth, impact, and sustainability in the US and globally.

The person in this position will work closely with the President and CEO, staff, and Board of Directors to implement a strong business development plan based on the organization's strategic plan, coordinate the proposal process, and support the CEO and other staff leadership in fundraising planning and outreach. They will also supervise the Strategic Growth and Outreach Officer, as well as any other consultants and relevant staff. The Director reports directly to the President and CEO and is a member of the leadership team. They will also work cross-organizationally to leverage program work and updates to support fundraising and development.

The ideal candidate should have an interest in gender equality (particularly on engaging men and boys in gender equality and healthy masculinities, including equal caregiving and violence prevention), and knowledge of US domestic and international fundraising, and international development and public health.

Direct Duties

- Develop and implement fundraising objectives and activities to support the organization's fundraising goals
- Lead the business development and outreach team, including tracking and monitoring of business development and outreach activities
- Leading donor stewardship, including planning regular donor meetings
- Managing grants program with foundations, corporations, bilateral and multilateral institutions
- Supporting and advising the President/CEO, staff, and Board of Directors on business development and fundraising activities
- Representing Promundo-US at meetings and events Coordinating and integrating business development activities with other Promundo-US departments

Supervisory Duties

- Overseeing major gifts programs, individual giving/annual giving programs
- Conducting research on fundraising, prospect development, and relevant literature reviews as needed
- Overseeing prospect development, including managing donor and constituency database administration
- Planning and leading special events geared to donor engagement

Required Skills and Qualifications

- Master's degree in relevant field or bachelor's degree and equivalent work experience
- At least 5-7 years of supervising fundraising efforts in a nonprofit environment
- At least 5-7 years of experience in business development and grant proposal writing
- At least 5-7 years of experience in building successful partnerships with a diverse set of actors
- Strong proposal development, writing, budgeting skills
- Exceptional cross-team coordination skills

- Strong institutional fundraising experience (with corporations and foundations) in the US and internationally
- Strong experience in major gifts and individual fundraising
- Strong analytical and organizational skills
- Effective interpersonal communication skills and an ability to organize and motivate others
- Deep understanding of current nonprofit fundraising landscape

Desired Knowledge

- Issues centered on gender equality, including masculinities and gender-transformative and feminist approaches
- Advocacy on issues related to public health, violence prevention, care work
- Awareness of and commitment to supporting social justice causes using an intersectional lens
- Fluency in multiple languages (French or Spanish preferred)

Demonstrated Competencies

- Very high level of competency in strategic thinking, pragmatic problem-solving
- Very high level of competency in emotional intelligence, empathetic leadership
- Thoughtful decision-making
- High degree of adaptability
- High degree of self-motivation
- Strong attention to detail

Compensation

Promundo-US offers salary ranges that are competitive and fair in the Washington, DC not-for-profit and related sectors. For this full-time position, the range is \$90,000-\$110,000 depending on years of experience and academic qualifications. The position includes fully paid health insurance, four weeks of paid leave, and retirement benefits.

Start Date

Proposed starting date is January 1, 2022.

To Apply

To apply, please send a 1) resume, 2) cover letter, and 3) writing sample no later than November 30, 2021 to: jobs@promundoglobal.org. The application documents should be collated into one single PDF file labeled FirstName_LastName_Development.

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification document form upon hire. Please note that only shortlisted candidates will be contacted.

Promundo-US is committed to creating and maintaining a diverse and inclusive working space for all employees and to providing employees with a work environment free of discrimination and harassment. All qualified applicants will receive consideration for employment without regard to age, race, color, religion, creed, national origin including ancestry, ethnicity, sex including pregnancy, gender, gender identity, gender expression, and transgender status, disability, alienage or citizenship status, military status, including past, current, or prospective service in the uniformed services, genetic information, predisposing genetic characteristics, marital status, domestic violence victim status, familial status, actual or perceived sexual orientation.

We are an equal opportunity employer, and we strongly encourage Black, indigenous, people of color, women, people with previous felony convictions, members of the LGBTQIA+ community, and others who identify with underrepresented groups to apply.