

Job Announcement

women's worldwide

Director of Development and Communications

The deadline for applications is Sunday 14th of April 2024.

Location:	Globally remote
Reporting to:	Executive Director
Manages:	Team of 4 and external consultants
Annual salary:	\$120K - \$150K USD, Salary is offered based on experience and location, adjusted based on the cost of labour for the country in which the candidate resides. Candidates must have the right to work in the country they are applying from.
Contract type:	Permanent
Working hours:	Full-time
Candidate level:	Senior executive

Background

[Women's Link Worldwide \(WLW\)](#) was founded on the principles of intersectional feminism, anti-racism, anti-colonialism, and Global South leadership, our organization is deeply rooted in the mission of advancing feminist movements across Latin America and the Caribbean, East Africa, and Europe. With a robust network comprising over 60 national partners and 40 regional and global coalitions, we strive to dismantle oppressive systems and rebalance power dynamics. Our approach centers on transforming the feminist strategic litigation landscape, breaking down legal barriers, and amplifying the voices of marginalized communities within the legal sphere.

At the heart of our strategy lies an intersectional lens, guiding our legal interventions to secure the rights of women, girls, and gender-diverse individuals. Our core focus areas include gender and reproductive justice, particularly advocating for safe and dignified access to abortion and combating gender-based violence. Recognizing the interconnectedness of climate and racial justice with sexual and reproductive rights, we integrate these perspectives into our advocacy efforts. Central to our

ethos is the adoption of reproductive justice, pioneered by Black women since the 1990s, which combines reproductive rights with broader social justice imperatives through an intersectional framework.

Purpose of role

The Director of Development and Communications plays a pivotal leadership role in steering the organization's direction, requiring a unique blend of strategic communication skills and advanced fundraising expertise. Managing a \$3 million budget primarily sourced from progressive foundations and a modest individual donor program, this role oversees a multifaceted communications and fundraising strategy to enhance the organization's visibility and narrative across diverse audiences, including donors, activists, and human rights advocates.

Leading a team, the Director of Development and Communications navigates challenges and opportunities while shaping the organization's future revenue landscape amidst ongoing strategic initiatives and exploration of alternative income sources. The ideal candidate will implement and oversee communications plans that advance Women's Link Worldwide's objectives and ensure effective delivery of its goals against the organization's strategy.

The Director of Development and Communications will play a pivotal role in managing existing foundation relationships. Additionally, they will oversee and enhance a substantial one-time windfall gift, leveraging the funding to expand Women's Link Worldwide's impact across East Africa, Latin America, the Caribbean, and Europe. This donation not only strengthens WLW's financial support but also has the potential to bolster feminist leadership and address systemic fundraising inequalities by challenging oppressive structures. By maximizing the grant's potential, the Director will play a crucial part in advancing the organization's mission.

Primary responsibilities

Leadership and Strategy

- Work with the Executive Director to bring strategic assessment, planning, institutional positioning, and fundraising issues forward to the Board of Directors.
- Advance the Executive Director's and Leadership Team's understanding of large-scale field level trends, movements, and shifts so that they may be reflected in strategy and direction.
- Coordinate with colleagues to ensure alignment of long-range strategy, positioning, and fundraising within the functional priorities of the organization.
- Support the Executive Director and the Chair in recruitment needs.
- Support the Board of Directors in managing their calendar and annual work plan.

Management of People and Resources

- Guide the creation and supervision of project teams composed of WLW staff and/or consultants, and others as needed.

- Supervise work, professional development, and training of fundraising and communications staff.
- Develop and foster collaborative relationships with partner organizations, legal services, providers, and law firms.
- Plan and oversee budgets for fundraising and communications activities.

Fundraising

- Provide executive management all fundraising activities from private donors and foundations. Ensure the optimized use of budgets and people to maximize revenue while maintaining a sustainable balance between different income streams.
- Create and monitor a budget that optimizes and expands the overall yield and efficiency of the fundraising department and ensures a sustainable balance of different revenue sources.
- Increase the amount and percentage of Women's Link Worldwide unrestricted income.
- Sustain and expand an annual giving initiative designed to strengthen the pipeline for support of the major gift program.
- Work with the Executive Director and CFO to develop and build new revenue streams.
- Provides guidance to the team on the monitoring system to review key performance indicators and ensure effective and efficient management.
- Present strategic evaluations, planning, institutional positioning, and fundraising concerns to the Executive Director.
- Nurture strong connections with donors while spearheading the team in fostering strategic partnerships and alliances.
- Enhance the proficiency of both staff and the Board to actively participate in fundraising endeavors.
- Stay current on global fundraising strategies and trends and adapt as necessary.

Institutional Communications

- Guides communications team in developing a cutting-edge brand and identity rooted in intersectional feminism, anti-racism, and anti-colonialism, ensuring clear and cohesive communication both internally and externally.
- Oversee the strategy to advance the identity, position and brand of the organization through communications, marketing, institutional partnerships, and other mechanisms. This includes visual brand strategy including overseeing the design maintenance of the organizational website, publications, and social media.
- Ensure alignment and mutual reinforcement of strategy and resources with institutional communications efforts and fundraising and programmatic efforts.
- Oversees the annual institutional communications plan with measurable objectives and indicators.
- Advance positioning and role of the Executive Director and the Board.
- Lead the development of tools and training for staff to support a consistent and powerful organizational image and messaging.

- Manage an organizational communication team (and/or consultants).
- Represent the organization with external stakeholders and in strategic professional settings and events.

Experience

- At least 8 years of relevant experience.
- Leading and managing fundraising and communications in a social impact organization.
- Experience in an organization operating in multiple geographic and cultural contexts.
- Experience aligning a communications strategy with the strategic vision of an organization.
- Experience in a transnational non-governmental organization.
- Experience in managing people who have supervision responsibilities.
- Experience with feminist, antiracist, and anticolonial values in transnational contexts.
- Establishing productive working relationships with diverse stakeholders.
- Experience in navigating fast-paced, complex environments.
- Dedication to the WLW mission.
- Preferred experience working in the fields of human rights and/or reproductive justice.
- Plan and Project Development, Monitoring, and Evaluation experience.

Skills

- Demonstrates proficiency in managing fundraising initiatives and communication strategies to effectively convey organizational goals and secure necessary resources.
- Exhibits strong leadership skills in guiding projects from inception to completion, coordinating team efforts and resources efficiently to achieve desired outcomes.
- Expertise in managing budgets, ensuring efficient allocation of resources to support project goals while maintaining financial integrity.
- Demonstrated track record and hands-on experience in directly soliciting major gifts, showcasing a deep understanding of donor cultivation and stewardship strategies.
- Has managed multiple fundraising channels including foundation relationships, individual giving programs, and major gifts.
- Excels in managing teams, fostering collaboration, providing direction, and motivating members to achieve collective objectives.
- Demonstrates strong supervisory skills, including the ability to delegate tasks, provide guidance, and evaluate performance to ensure optimal team productivity.
- Exhibits strong analytical skills, enabling them to assess complex situations, identify key issues, and develop data-driven solutions.
- Has the capability to navigate ambiguous situations, adapt to changing circumstances, and make well-informed decisions under uncertainty.
- Adept at communicating effectively across different cultural contexts, demonstrating sensitivity and respect for diverse perspectives.
- Skilled in developing strategic communication plans tailored to organizational objectives, target audiences, and communication channels.

- The candidate possesses excellent verbal and written communication skills in English, enabling them to convey ideas clearly and persuasively in various professional settings.
- The candidate upholds high standards of integrity and credibility in all professional endeavors, fostering trust and reliability among colleagues and stakeholders.
- Business fluency in Spanish is preferred.

To apply for the post

To apply for this role, please submit a copy of your CV/resume and a cover letter outlining your interest in the role and how you fulfil the requirements set out in the job announcement by clicking on the following [link](#).

If you have any questions about the role or organisation and would like an informal chat ahead of submitting a formal application, please reach out to Ruth Gardner at ruth@darylupsall.com

An applicant's pack is also available upon request.

The deadline for application is 14th of April 2024

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