



Career with BRAC Global

BRAC is an award-winning international non-governmental development organisation, with the vision of a world free from all forms of exploitation and discrimination, where everyone has the opportunity to realise their potential. BRAC is a leader in developing and implementing cost-effective, evidence-based programmes to assist poor and disadvantaged communities in low-income countries, including in conflict-prone and post-disaster settings. It is an organisation of and for the people of the Global South, pioneering new development and social enterprise approaches to equip communities to achieve prosperity. As well as being the world's biggest NGO by number of staff and people directly reached, BRAC has regularly been ranked the number one NGO in the world by the Geneva-based NGO Advisor, an independent organisation committed to highlighting innovation, impact and governance in the non-profit sector. BRAC retained the top spot in 2020 among the top 500 NGOs for the fifth consecutive year.

BRAC was founded in Bangladesh in 1972 by Sir Fazle Hasan Abed. It started its first programme outside of Bangladesh in Afghanistan in 2002, and has since reached millions of people in 11 countries in Asia and Africa. BRAC has a holistic approach to development that uses a wide array of programmes and social enterprises, including in microfinance, education, health, agriculture, gender and human rights. BRAC believes that every person has inherent potential, and when an enabling environment is created and that potential is unleashed, even the poorest can become agents of positive change in their own lives, for their families and their communities.

BRAC Global is seeking application from competent, dynamic and self-motivated individuals to fill the following position:

Senior Director, Global Resources & Partnership, BRAC Global

The Senior Director reports to the BRAC Global Executive Director. As a member of the BRAC International (BI) Management Board, BI Senior Management Team and BRAC Bangladesh Programme Coordination Committee, they are expected to actively contribute to discussion on BRAC's strategic and management topics, represent OneBRAC interests, highlight risks and drive changes for improvement in resource mobilisation and grant management. This will require active engagement with BRAC's leaders in Resource Mobilisation, other functions represented on the Partnership Committee, and members of other Executive Management Committees.

The Senior Director, Global Resources & Partnership is a key player in bringing the organisation to a higher level of financial sustainability through coordinating the opening of selected new fundraising markets, funding streams and optimising fundraising efforts and resources across OneBRAC. Thus the Senior Director will have oversight of and ensure the implementation of the initial GRMPS (2022-2025) while advocating that necessary resources (human and financial) are dedicated and allocated to achieve the GRMPS results.

The Senior Director will lead and motivate a Partnership Committee team consisting of the Resource Mobilisation senior leadership across OneBRAC and other key staff selected for their specific knowledge or ability within BRAC and concerning donors. Accountable to the BRAC Executive Management Committee, the Senior Director will be responsible to ensure, through the Partnership Committee, agreement on GRMPS Results and Targets and the formation of coordinated workstreams (hereafter referred to as Projects) to ensure efficient delivery of the Strategy using the sum of OneBRAC human capacity and registered entities. The Senior Director has a brokering role to align and bring together fundraising and grant management objectives and efforts throughout OneBRAC. They will also be responsible for providing leadership and oversight of GRMPS implementation, monitoring progress against GRMPS targets, learning from its implementation and proposing adjustments and pivots as necessary. S/he will also play a leading role in building a BRAC Global team and agree on Global positions while maximising the use of existing resources and entities across OneBRAC.

The Senior Director will be expected to collaborate with the Chairs and wider membership of other OneBRAC Executive Committees. To do this effectively, the Senior Director is expected to bring Resource Mobilisation, Partnerships and Grant Management subject matter expertise to the conversations and have an understanding of these complementary functions and how they operate across OneBRAC.

Key Responsibilities:

- Responsible for the implementation and monitoring of the Global Resource Mobilisation and Partnership Strategy (GRMPS 2022-2025), including resourcing
- Brokers decisions with the Partnership Committee members in the sole interest of optimising fundraising efforts across OneBRAC
- Ensures the development of OneBRAC resource mobilisation and partnership strategies (post 2025) that support the Global Strategy, related Projects and oversee their implementation
- Stays updated on the latest funding trends, global pipeline, policies, and innovations
- for effectively prioritising the GRMPS focus areas that are aligned with the organisation's current and expanding core business strategies
- When and where required engages directly with donors on a senior level as per Account Leadership mapping and the GRMPS
- Ensures ambitions and realistic targets are set and agreed at the Partnership Committee level which reflect both individual BRAC entity fundraising ambitions as approved by individual Boards and common OneBRAC fundraising Project targets.
- Provides consolidated reporting against global targets to the EMC
- Governs the broader GRP function across OneBRAC through a clear architecture with a focus on cross-learning, cross-coaching and embedding of necessary policies and procedures;
- Considering the Account Leadership guidelines, supports BRAC, BRAC International and Affiliates to strategically position BRAC for new opportunities and formation of strategic, global alliances and ensure resourcing the management of those alliances
- Supports BRAC Bangladesh and BRAC International with escalated donor compliance issues and negotiations; including management response to relevant, organisational audit findings

- Represents Resource Mobilisation & Partnership interests vis-à-vis other OneBRAC Executive Committees and participates in cross-Committee workstreams.
- If needed, provides support on strategic and high value business opportunities to ensure high quality, cohesive proposals. This support may include process management, analytical reviews, budgeting support, alliance-building and management and/or writing.

Safeguarding

- Establish a safeguarding culture across all levels of the programme by implementing the safeguarding policy. Act as a key source of support, guidance and expertise on safeguarding for establishing a safe working environment.
- Responsible to ensure team members are appropriately trained, supported and have access to resources regarding issues that are identified and actioned in accordance with the safeguarding policy and procedure.
- Follow the safeguarding reporting procedure in case any reportable incident takes place, encourage others to do so.

Required Competencies:

- Ability to federate decisions and lead a common strategy within a matrix management framework and across independent entities.
- A proven track record in successfully securing grants from major donors and built long term strategic and large-scale partnerships both internally and externally.
- Demonstrated leadership and management skills in a complex international setting with a proven track record of people and team management and development, and establishing a learning culture within an organisation.
- Proven ability to analyse external environment and global social trends – such as SDG goals and donor trends and construct/pivot strategies accordingly.
- Excellent communication and negotiation skills; demonstrated mature judgment, trust and open communication; ability to develop collaborative and harmonious relationships with internal and external stakeholders at the senior level. Highly respected by peers and staff throughout the current organisation as well as by donors.
- Ability to influence and win support across the wider BRAC family, in support of BRAC Global interests.
- Understands related functions including Communications and Advocacy, Finance, HR, Training and Safeguarding. Knowledge of how they operate at BRAC preferred and/or similar large scale development organisations.
- Fluency in verbal and written English, and preferably in a second international language.
- Demonstrated strong commitment to BRAC's mission and values.

Experience Requirements:

- Minimum of 10 years' relevant experience.

- Significant experience in the development sector in a senior leadership role for multiple countries with responsibility for resource mobilisation, grant management and/or strategy development.
- Experience in leading organisational change / evolution; in analysing complex organisational challenges; and presenting innovative solutions.
- Experience in establishing a safeguarding culture within organisations, for establishing a safe working environment at all levels, with sensitivity to diverse culture/workforce.
- Experience living in and working in countries in the Global South.

Employment Type: Full Time (Contractual)

Salary: Negotiable

Job Location: Any Location

If you feel you are the right match for the above mentioned position, please follow the application instructions accordingly:

External candidates need to email their CV with a letter of interest mentioning educational grades, years of experience, current and expected salary at recruitment.bi@brac.net

Internal candidates need to apply with their latest CV including all job assignments in detail with BRAC PIN and email to internal.bi@brac.net

Please mention the name of the position and AD# BI 93/22 in the subject bar.

Only complete applications will be accepted and short listed candidates will be contacted.

Application deadline: 28 September, 2022

BRAC is committed to safeguarding children, young people and adults, and expects all employees and volunteers to share the same commitment. We believe every stakeholder and every member of the communities we work with has the right to be protected from all forms of harm, abuse, neglect, harassment, and exploitation - regardless of age, race, religion, and gender, status as an individual with a disability or ethnic origin. Therefore, our recruitment policy and procedure include extensive background checks and disclosure of criminal records in order to ensure safeguarding to the fullest extent.

BRAC is an equal opportunities employer