

Resource Development Director

Location: [Asia & Pacific] [Thailand]

Town/City: Bangkok

Category: Marketing and Resource Development

Job Type: Open-ended, Full-time

PURPOSE OF POSITION

To lead the development and implementation of resource development strategies to grow, optimize and build a diversified and sustainable funding base to ensure effective implementation of the Country Strategy, and establish WVFT as the NGO of choice for individuals, churches, institutions, government and corporations in giving to improve child wellbeing.

As part of the SLT this position will play a critical role in enabling WVFT to reach more MVC by strengthening WVFT brand, credibility and resource acquisition through enhancing WVFT's marketing, communications and strategic partnering capability and quality of grants implementation. This role will drive innovation, digital approaches and inspire a culture of continuous improvement.

MAJOR RESPONSIBILITIES

1. Strategy

Provide strategic leadership for the development and implementation of a three-year Ministry Funding strategy, and public engagement, resource acquisition and communications strategies aligned with WVFT country strategy and targets. This will require:

- strong collaboration with senior leaders and contribution to SLT effectiveness
- Board contribution
- aligning and engaging with Partnership and Regional strategies/colleagues
- building strong external partnerships

2. External engagement and networking

Seek and engage in strategic opportunities to build relationships, grow brand awareness and credibility to position WVFT as a preferred partner. This will involve:

- representing WVFT in key events and activities, in close partnership with ND and Strategic Management Office
- building and managing strategic partnerships with a range of key stakeholders and donors, in particular churches and institutions

3. Resource Development function performance

Provide expertise, direction and support for RD teams to ensure focus on key strategic priorities/goals, assure quality and grow capability. This will involve:

- facilitating strategic and annual planning, monitoring and learning
- ensuring adherence to relevant WVI policies and guidance
- creating environment that promotes accountability, collaboration, continuous improvement, innovation
- ensuring appropriate levels of staff and mix of skills

4. RD capability development

Instigate, drive and support initiatives and activities to improve systems, processes, tools, mindsets and skills which enable and contribute to strengthening RD capability:

- developing and implementing an RD capability building plan in partnership with P&C
- collaborating with Program and Support Services Director on ongoing process improvements
- seeking, documenting and sharing learning with RD leaders within WV and externally with focus on continuous improvement

5. Team and individual performance and development

Model mindsets and behaviours which enable staff to live-out WVFT core values, continuously learn, develop and effectively perform:

- ongoing individual performance and development planning, facilitation and review
- team building and development: personal, professional
- identifying and nurturing talent and potential successors

- support staff care and wellbeing

KNOWLEDGE, SKILLS AND ABILITIES

1. Bachelor and/or Masters in Marketing/Business/Economics/Public Administration or related field
2. Minimum of 5 years of broad and deep experience in leading and managing in a resource development, marketing/business management role/context, preferably with a focus on community development and exposure to communications and branding activities
3. Experienced networker with track record of success building partnerships, donor relations, negotiations and partnering
4. Demonstrated success in maintaining up to date knowledge of the donor landscape and trends in the humanitarian sector
5. Proven track record in pursuing and implementing new product and process ideas and innovations to improve efficiency and results
6. Demonstrated success as an effective and collaborative member of a senior leadership group
7. Evidence of effective professional technical skills in project cycle management, proposal and report writing, monitoring
8. A proven record of developing teams, people and facilitating organisational change