



Title: Director of Development

Reporting to: Chief Development and Communications Officer

Location: Remote

About StrongMinds

StrongMinds (www.strongminds.org) is a dynamic and fast-growing 501(c)(3) social enterprise based in Kampala Uganda, that treats depression in women and young people in Africa, where access to mental healthcare is extremely limited.

Since its start in 2014, StrongMinds has treated over 160,000 individuals with depression in Uganda and Zambia. We are the only organization scaling a solution to depression in Africa, with the potential to serve millions of people in the next ten years.

StrongMinds has earned an impressive reputation in the global mental health space. In addition to media coverage in the New York Times, Forbes, BBC World Service, and the Stanford Social Innovation Review, we are described by UK organization Founders Pledge as the most cost-effective mental health organization working in the developing world.

About the Opportunity

StrongMinds seeks a proven fundraiser and leader to serve as the Director of Development to drive organizational growth and sustainability by ensuring StrongMinds meets its ambitious fundraising targets. StrongMinds currently has an over \$10 million dollar budget and a committed team.

The Director of Development role will develop and implement a strategic fundraising plan with annual and long-term fundraising goals and lead a global development team to increase financial investment in StrongMinds while building a strong and diverse network of stakeholders. A successful Director of development is a strategic thinker with a proven track record cultivating, soliciting, and stewarding contributions from high-net-worth individuals as well as corporations and foundations. The Director of development reports to the Chief Development and Communications Officer (CDCO) and will manage the Individual Giving Officer and Institutional Giving Officer.

The successful candidate for this newly created position will thrive in a fast-paced environment and be motivated by the opportunity to grow a highly effective philanthropy program. Further, the Director should possess compelling leadership and interpersonal skills, a strong ability for cross-cultural collaboration, and a willingness to take ownership of tasks both big and small.

RESPONSIBILITIES

- Develop and oversee the implementation of a development plan to cultivate, solicit and steward major gifts, institutional giving, and foundation giving, including strategies and activities. Work closely with the CDCO to establish baseline annual fundraising targets to support organizational strategic objectives.
- Grow a pipeline of new opportunities to support future major gift solicitations. Solicit a measurable number of major gifts annually, collaborating with CDCO, CEO, and Individual Giving Officer. Create innovative ways for individual donors to engage with StrongMinds.
- Expand and manage the grants pipeline, develop and write grant proposals, and coordinate and oversee on-time reporting and due diligence responses to foundations, corporations and public agencies with the support of the Development Associate and in collaboration with relevant parties across the organization.
- Work closely with the Chief Financial Officer on revenue recognition, new grant launches, grant documentation, and tracking restricted grants.
- Ensure that the development team accurately maintains a robust, data-rich CRM system to inform cultivation, solicitation, and stewardship.
- Identify and capitalize on emerging opportunities.
- Communicate in a clear, consistent, and transparent manner in writing and verbally. • Manage and inspire the fundraising team while creating a positive work environment that values experience and new ideas and where team members feel valued and heard.

Qualifications and Experiences

There are innumerable ways to learn, grow, and excel professionally. We respect this when we review applications and take a broad look at the experience of each applicant. We want to get to know you and the unique strengths you will bring to the work. That said, we are most likely to be interested in your candidacy if you can demonstrate the majority of the qualifications and experiences listed below:

- 7-10 years experience in INGO development.

- Progressive senior-level leadership experience with a proven track record of successfully leading, managing, and growing a performance- and outcomes-based development department.
- Personal track record of success in reaching and exceeding fundraising goals.
- A clear understanding of leading practices, trends, and innovations in the development field.
- Ability to quickly adapt to changing circumstances with creative approaches to problem-solving.
- Exceptional oral and written communication, networking, and public engagement skills, including the ability to adapt style and approach to diverse needs.
- Demonstrated project management, organization, delegation, and prioritization skills. Excellent grant writing capability.
- Proven ability to establish objectives set performance standards and organize and motivate a team to achieve goals.

The successful Director of Development will also be expected to embrace and role model the core values of StrongMinds:

- We are people focused.
- We think big and act fast.
- We are data-driven.
- We do what we say, and we say what we do.
- We believe in collaboration, not competition.

COMPENSATION, BENEFITS, LOCATION AND TRAVEL

Compensation is \$125,00-\$130,00 plus an excellent benefits package that includes medical/dental/vision and long-term disability insurance, unlimited paid time off, and a Simple IRA plan. This position is available from a remote location(must be able to work in the EST zone) or the Maplewood, NJ, office of StrongMinds. Must be willing to travel domestically and internationally two to four weeks a year.



HOW TO APPLY

To apply to this position, please have an updated resume and a thoughtfully written cover letter to the attention of StrongMinds. The online application can be found here. For confidential inquiries or assistance in completing the application, please contact us via email at Mary Carlton at mcarlton@positivelypartners.org.

TIMELINE AND HIRING PROCESS

We will review and respond to all applications received. While subject to change, candidates elected to advance throughout the process can expect two interviews with Positively Partners, an interview with members the Hiring Manager, and for finalists, an interview day staff and executive leadership, including a robust and holistic reference check process. The expected start date is Spring 2023.

Strong Minds is an Equal Opportunity Employer committed to sustaining a diverse community with a work environment that is welcoming, respectful, and encouraging to all. We foster a culture of inclusion that celebrates and cultivates diversity along multiple dimensions, including race, ethnicity, sex, gender identity, gender expression, sexual orientation, out-of-home care, age, national origin, socioeconomic status, religion, ability, culture, and experience.