



## ABOUT RESTLESS DEVELOPMENT

We know young people have the power to solve the challenges we face in our world, but they are being ignored and overlooked. We are the agency that works with young people so they can lead in solving those challenges. Whether that means supporting communities to end child marriage or prevent HIV, we work with young people to change their lives and the lives of people in their communities.

Our work is genuinely life-changing, but can't do any of this without talented, creative individuals at every level of our organisation. It is an exciting time for a new Head of Resource Mobilisation to join the agency as we launch our new global strategy with youth leadership, youth civil society and restoring power at the heart of it.

## OUR APPROACH TO SAFEGUARDING

Restless Development considers the welfare and protection of children, young people and vulnerable adults to be an organisational imperative with primacy over the success of programmes or strategic objectives. We recognise that safeguarding is everyone's responsibility and we expect all of our staff, volunteers and partners to ensure we protect the communities in which we operate from harm and abide by our [Safeguarding Policy](#).

## ABOUT THE ROLE

This is not your typical fundraising role. This is an opportunity for someone with an interest in shaping how Restless Development can restore power to young leaders through fundraising and partnerships in line with the ambitions in our new Global Resourcing Strategy. We are open to the successful candidate being based in our India, Nepal, Uganda, Zambia, Zimbabwe, Sierra Leone or Tanzania country hubs.

We are looking for a experienced institutional / programme fundraiser who can help us achieve the ambitious target of raising £36 million for Restless Development's work over the next 3 years, whilst also ensuring that more resources are channelled to youth civil society organisations and grassroots youth movements in the Global South, so that they are able to drive change in their communities.

*"It is difficult to pin down one aspect of the role which makes it unique, but building partnerships and co-creating ideas with donors and partners who share a commitment to youth leadership and more equitable development practises is certainly a highlight. I feel lucky to be able to work with an inspiring global team of fundraisers on the strategic direction of our resourcing efforts. Making decisions and problem solving collectively makes this leadership role a joy and reflects the inclusive culture of the agency" - Outgoing Head of Resource Mobilisation*

This role sits in Restless Development's Resourcing Mobilisation Unit within the International Team, managed by the Resourcing Director, with line management responsibility for the Programme Funding Team and income targets. At the global level, the Head of Resource Mobilisation plays a lead role on the Resourcing Leadership Team, facilitating a coordinated global approach to resource mobilisation efforts.

For more information on Restless Development's mission, values and work, please visit: [www.restlessdevelopment.org](http://www.restlessdevelopment.org).

## ABOUT THE ROLE

<b>Job title</b>	Head of Resource Mobilisation
<b>Location</b>	A Restless Development Hub in either; India, Nepal, Zambia, Zimbabwe, Sierra Leone, Tanzania or Uganda.
<b>Salary</b>	<b>India:</b> ₹2,455,525 <b>Nepal:</b> Rs3,786,919 <b>Zambia:</b> ZMW472,715 <b>Zimbabwe:</b> \$59,418 <b>Tanzania:</b> TSh102,084,375 <b>Uganda:</b> UGX153,686,451 <b>Sierra Leone:</b> SLL225,374,303
<b>Preferred start date</b>	February 2022
<b>Length of contract</b>	Permanent
<b>Visa requirements</b>	Must have the right to work in one of the following: India, Nepal, Zambia, Zimbabwe, Sierra Leone, Uganda, Tanzania.
<b>Reports to</b>	Resourcing Director
<b>Direct reports</b>	Programme Funding Manager
<b>Expected travel</b>	Likely international travel required

### KEY PRIORITIES

#### 1. The successes of the Global Resourcing Strategy

- Working with the Resourcing Director to roll out the Global Resourcing Strategy and the changes needed in order to successfully deliver against the objectives and targets.
- Ensuring that we learn and adapt from testing out our new approaches.
- Ensure effective prioritisation of staff capacity so that the global team is focussed on the top global funding priorities.
- Reporting on progress to the Restless Leadership Team, Resourcing Leadership Team and Trustees.

#### 2. Lead on a portfolio of Strategic Partnerships

- Positioning Restless Development as a thought leader on restoring power in partnerships and philanthropy and youth-led change.
- Prospecting & cultivation & stewardship of strategic partnerships with a selection of institutional funders with a particular focus on those funders with a power restoring approach.
- Co-develop tailored offers / concepts and proposals for donors, consortia and partner INGOs based on Restless Development's expertise.
- Take the lead on meetings and pitches to our top target donors.

#### 3. Leadership of the Programme Funding Function & Team

- Accountable for programme funding performance across the agency in close coordination with the Senior Partnerships Manager based in the US Hub and the broader resourcing team.
- Line and performance management for the Programme Funding Manager which currently consists of one of one Programme Funding Manager based in the UK and coordinated working with the Senior Partnerships Manager based in the US Hub.
- Coordination of a global group of resourcing leads in all Restless Development hubs.
- Quarterly and annual reporting on programme funding performance across the agency.
- Ensuring that programme funding concepts and proposals are co-created with young people and youth civil society organisations where possible.

#### 4. Play a key leadership role in the Resourcing Leadership Team

- Promoting inclusive ways of working for the newly formed diverse Resourcing Leadership Team
- Inspire and support members of the Resourcing Leadership Team to fulfil their full leadership role.
- Ensuring a joined up approach to resourcing across the global agency and equity in allocation of opportunities and the resourcing needed to pursue them.
- Take collective accountability for all resourcing performance in hubs and for strategic direction of our resourcing efforts globally.
- Lead annual planning and budgeting annual cycle for the Resourcing lens, in coordination with the International Head's of other relevant units i.e. Programmes, People, External Engagement.

#### 5. Deputising for the Resourcing Director when necessary

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- At the International Board, Restless Leadership Team & Resourcing Leadership Team meetings.
- In external spaces /events / meetings.

## ABOUT YOU

We are looking for people with the right competencies and skills for the role, and who demonstrate the personal qualities consistent with [our Values](#).

Values	Behaviours	What we expect of the Head of Resource Mobilisation
 <p><b>HEART</b></p> <p>We are who we serve. We are brave.</p>	Values-led	Upholds a values-led culture across the Hub or International Unit, inspiring a Restless passion and professionalism amongst all others. Consider the Restless Values when making decisions and taking measured risks at a strategic level.
	Innovation	Creates an enabling environment for innovation across the Hub or International Unit. Takes measured risks and solves complex issues with creativity and innovation. Maintains a focus on aligning the organisational vision for long-term growth in a changing world.
 <p><b>HEAD</b></p> <p>We are 100% professional. We prove that young people can</p>	Delivers Quality	Drives quality across the Hub or International Unit by holding all teams to account for high performance and value-for-money. Ensures the Hub or International Unit is effectively and efficiently resourced to deliver quality against strategic priorities.
	Decision Making	Confidently makes decisions which may affect multiple programmes and/or teams; taking measured risks when necessary. Empowers and supports managers to consider the bigger picture when faced with difficult decisions or when weighing up measured risks.
 <p><b>VOICE</b></p> <p>We generate leaders. We are proud to carry the banner for youth-led development.</p>	Leadership	Plays a key role in strategy development and is accountable for the performance of multiple programmes and/or teams. Inspires and supports others to take on a leadership role.
	People Development	Drives their own personal development, committing to new challenges which build capacity and cross-team collaboration for the organisation. Supports Managers to fulfil their potential through effective performance management, mentoring and other opportunities for growth.
 <p><b>HANDS</b></p> <p>We are in it together. We listen and learn.</p>	Effective Communication	Builds consensus and commitment amongst staff and major national partners. Confidently anticipates and responds to challenge or resistance. Coaches others to communicate strategically.
	Collaboration	Is a role model for collaboration across multiple programmes and/or teams, and with major national partners. Cultivates national and regional partnerships.

## SKILLS AND EXPERIENCE

<b>Essential</b>	<p>An excellent proven track record in institutional fundraising including:</p> <ul style="list-style-type: none"> <li>• A demonstrable track record of developing winning concepts and proposals to institutional donors</li> <li>• Line management experience of fundraising roles</li> <li>• Prospecting and cultivating new institutional fundraising leads</li> <li>• Excellent relationship management skills with both funders and partners</li> <li>• An understanding of youth-led development, SRHR, livelihoods, advocacy, securing funding for grassroots civil society organisations, or other areas that Restless Development works on.</li> <li>• Excellent written and spoken communication skills in English</li> </ul>
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	Perhaps most importantly we are looking for candidates with an interest to shape how Restless Development can restore power to young leaders through fundraising and partnerships in line with the ambitions in our new Global Resourcing Strategy.
<b>Desirable</b>	<ul style="list-style-type: none"> <li>• Solid understanding of youth and community led development.</li> <li>• Graduate level degree in relevant field of study, or equivalent work experience.</li> <li>• Experience of managing a fundraising team.</li> <li>• Experience of advocating for more equitable funding practises to facilitate youth-led development.</li> <li>• Ability to proactively generate and co-create “new business” opportunities that lead to strategic funding.</li> </ul>

**Restless Development is an Equal Opportunities employer** and welcomes applications from all sectors of the community. Restless Development will ensure that no applicant or staff member receives less favourable treatment on the grounds of gender, sexual orientation, marital status, social status, caste, race, ethnic origin, religious belief, age, HIV status, disability, or any other factor that cannot be shown to be relevant to performance.

## WHAT WE DO FOR YOU

### Remuneration

We are proud to commit to a transparent global salary scale, ensuring a fair and comparable system of pay across all global locations. Non-salary benefit packages are dependent upon country location and can be shared with interested candidates.

### Values and Culture

At Restless Development, we're proud that the strength and integrity of our Values has been recognised by staff, beneficiaries, donors and others who we work with. Beyond this, we have a culture of recognising and celebrating both our Values and achievements with monthly Values Champions and an annual Values Day.

### Work-life Balance

It goes without saying that we work hard at Restless Development. We also recognise the importance of helping staff to maintain a positive work-life balance by offering:

- 24 days annual leave (in addition to public holidays and with an extra day of annual leave given for each full year of service, up to a maximum of 28 days).
- Birthday Leave
- Access to flexible working.
- Generous study leave, maternity, paternity or adoption leave, and other leave allowances.

### Professional Development

Restless Development is proud to be an employer who recognises potential and invests in the development of its staff. We are committed to the professional development of our staff through:

- Empowering opportunities to work on significant projects which stretch and inspire staff – allowing them to develop on-the-job.
- Regular performance management.
- Training and development opportunities, including supporting our staff to identify mentors both within and outside of the agency.
- Quarterly Staff Workshops for all staff to give and receive agency updates, receive training, and socialise.

### Travel and Medical Insurance

When travelling abroad with work, all staff will be covered by Restless Development's travel insurance.

## KEY DATES

- Please send a completed application form to [jobs@restlessdevelopment.org](mailto:jobs@restlessdevelopment.org) by 6pm GMT **16th January 2022**. Please note that we do not accept CVs, resumes or covering letters.
- First round interviews are anticipated to take place on 21st January 2022
- Second round interviews are anticipated to take place on 25th January 2022

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