



Executive Brief:
Development Director
Pivot Works



SRI Executive
Search & Consulting



About Pivot Works

Pivot, a US non-governmental organization, collaborates with the Malagasy Ministry of Public Health to develop a model health district through a health systems strengthening intervention in rural Madagascar.

Eleven hours from the country's capital by car, Pivot works in the Vavotavy Region, which includes Ranomafana National Park. The region has a population of close to 1 million people, more than 75% of whom live in extreme poverty. Pivot aims to create a district-level health system that can serve as a replicable model for the rest of Madagascar, and produce lessons in integrated health systems strengthening for peer implementers worldwide. Pivot partners closely with the Madagascar Ministry of Health (MoPH) to strengthen 3 district hospitals, 86 health centers and support around 2500 community health workers.

Pivot conducts research of interest to the MoPH that informs health programs and produces lessons for the replicating and scaling-up of the model district. Pivot's data platform is central to adapting, improving, and scaling our model.

Our team is currently comprised of 275 staff on the ground, over 98% of whom are Malagasy, and a 5-person Global Support Team based internationally.

For more information, visit www.pivotworks.org



Role Purpose

Pivot is looking to expand its Global Support Team by hiring a Development Director to oversee the development/fundraising department.

Responsibilities

The Development Director will report directly to the Executive Director and collaborate closely with other members of the Executive Leadership Team in Madagascar, as well as act as a point of contact to the Board of Directors and Development Committee. The Development Director will be responsible for the development and management of the Development team - with team members located both internationally and in Madagascar.

The Development Director is responsible for the comprehensive planning, implementation, management and oversight of all fundraising, communications and relationship stewardship activities.

Development Strategy

- Drive the development plan and overall fundraising strategy of the organization to meet our multi-year funding goals.
- Provide leadership and best practices for the effective prospection and management of funds of the organization.
- Identify new funding opportunities, cultivate and solicit potential new donors and steward active partnerships and relations.
- Point of contact to the Board of Directors on all fundraising matters.
- Represent the organization at donor meeting and major networking events.



Fundraising Operations

- Oversee the stewardship, gift accounting and reporting functions.
- Oversee the organization's development software (ongoing transition to Raiser's edge).
- Monitor all fundraising and revenue trends and lead multi year projection.
- Drive continuous improvement initiatives to streamline fundraising operations processes.
- Oversee organization of in person fundraising events and other strategic gatherings.

Grant management

- Oversee organizational compliance - programs & finances - for all grants.
- Prepare timely and accurate reporting for all unrestricted and restricted grants.
- Drive continuous improvement to our grant reporting systems, including improved readiness and compliance with complex funding.

Communications

- Lead the organization's communication strategy.
- Oversee all external messaging to reach targeted as well as broader donor audiences.
- Leverage various platforms to increase the organization's visibility.





Other Duties

- Lead, mentor and manage team members from the Development Department.
- Creates annual department budget and participates in semi-annual budget review.
- Support with hosting donor and external partner visits to Madagascar.
- As a member of the Executive Leadership team, contribute and support the development of Pivot's overall strategic vision, mission and organizational priorities.
- Collaborate closely with the Chief Financial Officer to inform finance planning, budgeting needs and revenue projections.

Profile

The ideal candidate will have:

- In-depth experience in non-for-profit fundraising, supporting multi-million dollar fundraising objectives.
- In depth knowledge of development, grant management, communications, major gift cultivation and solicitation principles and best practices.
- Prior work experience or deep understanding of global health issues and programming.
- Comfort navigating discussions around data and impact
- Ability to communicate and write in English (required) and professional proficiency in French an added advantage.
- Knowledge of social media and public relations a plus.
- Time management, multitasking, flexibility and ability to navigate multiple deadlines.
- Proactive approach to problem-solving and process improvement.
- Ability to work in a multicultural setting.
- Excellent verbal and written communication skills - communicate vision, concepts and information effectively.
- Willingness to travel internationally.



Education & Experience Requirements

- Proven experience as a leader of a development team.
- Bachelor's degree required with preferred emphasis in fundraising, marketing, public relations or business.
- Public health degree or other relevant qualification a plus.
- MBA or other relevant qualification a plus.

Values

- A commitment to advancing health equity and social justice.
- Enthusiasm for working on a small remote team that is supporting a growing team/organization in Madagascar.
- Collaborative and inclusive leadership style



Terms of Appointment

Commitment

- Effort: Full-Time (Monday-Friday, 40hrs/week)

Benefits

- Competitive salary range (commensurate with experience)
- PTO package: 30 days' vacation, 10 days sick leave
- Medical coverage (including dental & vision)
- Extra benefits: Life and disability insurance
- Employer retirement contribution upon employment
- Professional development opportunities as they arise

Role Location

- Location: Remote (flexible)
- Travel: frequent domestic and international travel



How to Apply & Key Steps in the Process*

SRI Executive is exclusively retained by Pivot Works to undertake this assignment.

If you wish to be considered for this position, please forward a copy of your CV in Microsoft Word format, along with any relevant documentation, as soon as possible and no later than 11th October 2024 to Pivot-DD@sri-executive.com

All information will be treated in the strictest confidence. Applications will be reviewed as they are received and we will revert to you as soon as possible.

During the recruitment process, should you demonstrate sufficient relevant experience, SRI Executive will require your cooperation in completing a Competency Profile. You will also be required to participate in several telephone or Microsoft Teams screening discussions with the SRI Executive team to ensure there is a clear understanding of the Terms of Reference and to ascertain if there is the appropriate “fit” (technical and behavioural) for you and Pivot Works.

Based on the screening discussions, SRI Executive will provide a shortlist of recommended candidates to Pivot Works for further review. Suitable candidates to take forward for first-round interview will then be selected by the hiring committee. SRI Executive will contact suitable candidates and arrange interviews.



- First-round interviews will be conducted by video-conference. Based on the outcome of first round interview, successful candidates will be invited to participate in a second-round video-conference.
- Please be aware that this appointment will require that you provide us with contact information of three people who are willing to act as a referee, including former direct reports. We will not contact these individuals without your expressed permission.
- After you meet with Pivot Works, we will advise you of their decision and provide feedback. At the selection stage, should you be the preferred final candidate, our client will likely extend to you a letter of intention to offer and that the offer will be subject to a reference from your current employer.

* Please note that this process may be subject to some change.





About SRI Executive

SRI Executive is an Executive Search, Leadership and Strategy consulting practice specialising in International Development, Global Health, Sustainability, Development Finance and Education sectors. We have partnered with more than 300 organisations to place and support exceptional leaders and develop future-ready strategies that lead to impact.

We bring in-depth expertise, an exclusive network and tailored approach to our service so that in Executive Search, organisations are introduced to leaders who have the balance of behavioural and technical skills to succeed in shaping a better world. In Strategy, our teams are purpose-built with globally respected thematic experts who co-create a roadmap to achieve meaningful global change.

In enhancing the capability, capacity and resilience of mission-driven organisations around the world, we know it comes down to people.



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Privacy Policy

Your privacy is important to us. You can view SRI Executive's Privacy Policy [here](#). Thank you in advance for your cooperation.



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Search & Consulting

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