

THE GLOBAL FUND FOR CHILDREN

PRESIDENT & CEO

www.globalfundforchildren.org

The Organization:

The Global Fund for Children (GFC) was founded in 1994 and has awarded nearly \$40 million in grants to more than 635 organizations in 76 countries, serving nearly 10 million children worldwide.

GFC invests in small, locally led organizations that transform the lives of the world's most vulnerable children. By providing grassroots organizations with a combination of flexible cash grants and capacity-building services, GFC helps them achieve their goals and maximize their impact. The result: strong grassroots organizations that are transforming children's lives, their communities, and civil society as a whole.

GFC's model can be summarized in three steps: Find, Fund, Strengthen.

FIND

- GFC's team of regional experts is trained to identify reputable, high-potential organizations. Thanks to GFC's international grassroots network and reputation as an investor in early-stage organizations, the organization receives more than 2,000 partnership applications each year. Once potential partners have been identified, members of the GFC team travel by whatever means necessary—rickshaw, canoe, bus, 12-seater plane—to witness these grassroots organizations' work in the community and assess their impact and growth potential firsthand.

FUND

- Because its partners are in the early stages of development and operate primarily in developing countries, a small grant goes a long way. GFC makes yearly cash grants of \$5,000 to \$30,000 over a 3- to 6-year period. This small yet powerful infusion of flexible capital is often just the lever needed to grow critical programs. Over the course of the partnership, GFC increases the size of its grants to keep pace with the grantee organization's growing capacity.

STRENGTHEN

- GFC's partners have the passion to change their communities, but they often lack the professional know-how to become lasting resources. To succeed, they need robust leadership, healthy organizational structures and systems, and a strong balance sheet. So GFC provides them with management assistance, capacity-building expertise, and networking opportunities to help them grow. GFC also multiplies its financial support by increasing its partners' visibility and introducing them to other potential donors, so they can serve more children for years to come.

GFC's strategic and targeted services, some of which are listed below, contribute greatly to the sustainability of its partners:

- **Organizational Development Awards:** Designed to help partners improve their effectiveness, these competitive grants support improvements in areas such as fundraising, strategic planning, and monitoring and evaluation.
- **Leveraging:** Using its networks in philanthropic circles and its contacts with the media, GFC actively facilitates access to funding, awards, and visibility opportunities for partners. Since 2000, GFC has helped its partners attract more than \$18.5 million in new, direct funding from other donors.
- **Knowledge Exchange Workshops:** GFC convenes regional multi-day workshops that allow its partners to share their collective wealth of knowledge and experience, and to distill best practices for implementing effective programs for the most vulnerable children and youth. These workshops are sometimes the first opportunity GFC's partners have to convene with their peers.

The Role:

Location: Washington, DC

Reports to: Board of Directors

Overview:

The CEO of The Global Fund for Children will have a successful background in international development. The CEO will:

- Exhibit significant international development expertise and networks, earning immediate leadership credibility from GFC's sophisticated and dedicated team.
- Have strong experience in turning strategic vision into effective operations and will bring that experience to bear in leading the continued growth and development of GFC.
- Lead the way to ensuring more stable and diversified sources of funding.
- Carry the torch of leadership, innovation and transformation, and be a strong influencer and passionate storyteller.
- Communicate the organization's vision in bold and persuasive terms to external and internal groups, funders, in-country partners, and networks; translate an overarching GFC strategy into specific objectives.

Key Responsibilities:

Strategic and Human Leadership:

- In collaboration with the Board and senior leadership team, develop a strategic vision and annual work plan that reflects the organization's mission and focus, maximizing impact and creating a roadmap to guide all GFC constituents.
- Commit to GFC being a learning organization, with a foundation of knowledge and insights based on its 20+ years of field experience and capacity-building work.
- Innovate while respecting cultural legacy and institutional knowledge.
- Participate actively in the international development community, ensuring that GFC is current and relevant.
- Develop, maintain and support a strong Board that is sufficiently diverse and knowledgeable to fulfill its fiduciary responsibilities, meet its fundraising obligations, and substantively engage in GFC's mission.
- Ensure clear delineation of decision-making responsibilities between Board and CEO, while maintaining a collaborative and engaging relationship.
- Act as a professional advisor to the Board on all aspects of the organization's activities, ensuring that the Board is informed of strategic internal and external opportunities, as well as issues that affect the organization.
- Provide support to the Board by preparing meeting agendas and supporting materials, as well as ensuring a strong line of communication between staff and Board.
- Hire, develop and retain staff in a purposeful manner that supports and enables the effective and efficient execution of the agreed-upon organizational goals.
- Promote an open, inclusive, collaborative and effective culture, and lead by example.
- Inspire, energize, coach, and develop a diverse team with multiple perspectives and talents; motivate and collaborate, actively seeking input from a variety of sources.

Operational, Financial & Programmatic Leadership:

- Oversee a review of the organization's existing operations, with a view to driving efficiency, impact and collaboration.
- Develop an operational plan that incorporates forecasting, goals and objectives that further the strategic direction of the organization.

- Ensure that the organization's operation meets the expectations of clients, Board and funders.
- In collaboration with the finance team and the Board's Finance Committee, prepare a comprehensive budget and ensure that the Board is provided with comprehensive, regular financial summaries and updates.
- Provide swift decision-making and well-advised leadership on resource allocation and expenditure, according to the priorities laid out in the organizational work plan.
- In collaboration with the Programs team, ensure that the programs and services offered continue to contribute to the organization's mission and reflect the strategic priorities.
- Review and monitor the overall delivery of the programs and services of the organization to maintain or improve quality.
- Oversee the planning, implementation, execution and evaluation of special projects.
- Ensure that the organization complies with all appropriate legislation and regulation.

Stakeholder Relationships & Communications:

- Strengthen and refine all aspects of communications; thoughtfully build the GFC brand including the development of a strategic communications plan and social media strategy that actively shares the mission, values and impact of the organization and serves as an aspirational voice for global children and youth.
- Develop and maintain strong and effective relationships with governments, international organizations, civil society, NGOs, and the private sector.
- Design positive and proactive strategies to influence and build trust, confidence and productivity with all constituents, including partner organizations.
- Influence decision-makers; optimize organizational and personal reputation and networks to strategically accomplish the objectives of GFC.
- Operate as an engaging and influential advocate for children and youth with strong communication, storytelling and presentation skills, building and sustaining excellent relationships at multiple levels both within the organization and externally.
- Develop as a sector innovator and thought leader by leveraging public-speaking and media opportunities and by writing/publishing.

Fundraising:

- Lead the Board and development team to create and implement a comprehensive fundraising plan that will secure adequate funding for the smooth operation and future growth, of the organization.
- Leverage own network, and those of the Board and development team, to identify new funding partners and revenue generation opportunities; develop a diversified, multi-year development plan, that includes potential government and institutional funders.
- Build deep and sustained relationships with current funders and commit to sharing insights from GFC's field experiences with these supporters.
- Actively engage and energize those responsible for GFC's continued impact and success.
- Leverage personal credibility and networks to communicate a story and vision to donors, educating, informing and engaging them in a meaningful way.

The Person:

Experience:

- 15+ years of proven experience successfully managing and leading high-performing international development organizations in a dynamic environment.
- Demonstrated experience leading diverse programs/initiatives on an international basis; direct experience working in one of the regions where GFC operates is strongly preferred.
- Record of success leading and managing institutional change, while nurturing a healthy culture.
- Proven history of collaboration at all levels.
- Prior success in building, managing, and implementing multi-stakeholder alliances and partnerships, on a global basis.
- Experience evaluating grantee partners and/or successfully applying for global grants is preferred.
- Proven ability to operate in a global economy; sensitive to, and appreciative of, global cultural differences.
- Prior experience working with organizations whose mission supports children is preferred.

- Extensive network of individual and organizational contacts within international development, child and youth advocacy, and grassroots organizations.
- Demonstrated ability to apply sound political judgment and strategic thinking to complex problems as they relate to effective leadership of institutions.
- Experience in robust, accountable management of financial resources at a senior level.

Personal Attributes:

- Exemplary communication skills; inspiring, visionary, and passionate.
- Proven leadership skills; ability to inspire, encourage, and build trust and confidence at all levels of the organization.
- Motivated by organizational transformation and innovation, including both building upon opportunities and resolving challenges with a positive outcome.
- Well-developed diplomatic and negotiation skills; able to work well in a partnership and intermediary role, with a wide variety of personalities, and with internal and external networks.
- Collaborative and inclusive; approachable and able to build effective relationships at all levels, both inside and outside the organization, including at the grassroots level in the communities served.
- A demonstrated ability to apply sound political judgment and strategic thinking to complex problems.
- Comfortable with ambiguity; able to bring clarity to unclear situations and build consensus, making tough leadership decisions when necessary.
- Strong management skills and experience required to guide a high-profile and diverse international partnership network.
- Leads by example; diligent, productive, dedicated and outcomes-driven.
- Highest levels of integrity; resilient, good-humored, and empathetic.

Education:

- Bachelor's degree required; Master's or other advanced degree preferred.

Travel:

- Ability to travel internationally (20-30%)

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How to Apply:

*If you or someone in your network is interested in exploring this opportunity,
please submit a resume and cover letter to:*

Janet Albert - Partner, Bridge Partners
janet.albert@bridgepartnersllc.com

or

Tory Clarke - Partner, Bridge Partners
tory.clarke@bridgepartnersllc.com

*Applications will be reviewed on a rolling basis and the position will be open until filled, although
candidates are encouraged to apply by mid-August 2017.*