



Position Available: Director of Partnerships and Growth

Start Date: September 1st, 2024

Compensation: \$105K-\$115K + benefits

Location: Remote with up to 25-35% national and international travel required

Organizational Overview

dZi Foundation (pronounced 'zee') is a leading international development organization that has pioneered an effective and holistic community development model over the last 17 years to create more prosperous, empowered, and unified subsistence farming communities in Nepal. dZi's model ensures access to basic needs, catalyzes inclusive economic growth, and creates an environment for lasting change.

In this next chapter of strategic growth, our integrated programs are committed to building inclusive, thriving, and resilient communities that have achieved shared prosperity in partnership with government, community organizations, and the private sector on local terms. We are launching a replicable model for locally-led development throughout Nepal and beyond.

Job Description

dZi is a growing organization working to increase its reach and maximize its impact in Nepal. To do so, we have launched a five-year strategic plan (2025-2029) that provides a model for lifting at least one municipality out of poverty and into shared prosperity on local terms. The dZi Director of Partnerships and Growth will lead a talented development team executing a five-year resource development and public relations strategy to advance dZi's mission. With a focus on reaching set targets and goals through sharing dZi's impact, the Director of Partnerships and Growth will work closely with the Executive Director, Nepal Country Director, Director of Impact, dZi Board of Directors, and external stakeholders to grow partnerships with existing investors, discover, invite, and engage with new prospects, and deepen understanding of dZi's model and impact among donors and other stakeholders. With oversight of all significant gift funding portfolios - individual, foundation, institutional, and corporate - the Director of Partnerships and Growth will work closely with the team to ensure that all funding goals are secured, emphasizing increasing multi-year commitments and maintaining healthy operational reserves. As a member of dZi's Global Leadership Team (which includes the Nepal Country Director, NCO Director of Finance, USO Director of Finance and Operations, USO Director of Impact, and Executive Director), dZi's Director of Partnerships and Growth will collaborate across functional areas to promote efficiency, fiscal responsibility, and sustainability of the organization as we work to achieve our mission in Nepal.

dZi is seeking a Director of Partnerships and Growth to help it grow and achieve a five-year revenue goal of \$15M. This is a pivotal position, and we hope to find an inspired candidate to join us.

Responsibilities

We seek a sharp, dynamic, authentic, and experienced individual to join our team. The Director of Partnerships and Growth will implement our organization's strategic vision through resource development

and public relations. The successful candidate will be well connected to global philanthropic networks, an experienced fundraiser with a proven track record, an effective presenter, and committed to our mission.

S/he will work closely with the Executive Director and resource development team in the following three areas:

1. Strategy

- Lead execution of organizational resource development and public relations strategy to grow and become financially sustainable.

2. Fundraising

- Develop and implement a systematic fundraising approach to provide a consistent and expanding revenue stream.
- Build a diversified revenue stream for the organization.
- Research private foundation prospects and develop strategies for seeking new or renewing private support.
- Identify, cultivate, and secure major gifts; develop and maintain ongoing relationships with major donors (\$25K+).
- Partner with foundations and funding organizations; engage with directors and program officers; effectively present dZi's case for support; help generate LOIs, proposals, and supporting documents in response to solicitations.
- Attend relevant events or conferences to connect with donors and prospects.

3. Marketing and Communications

- Enhance and refine the organization's resource development and public relations strategy as it evolves.
- Lead communications with financial backers, strategic partners, distribution partners, media, and influencers in the international development arena.
- Serve as a credible, compelling, and authentic spokesperson for the organization.

Qualifications

The ideal candidate will possess the following qualifications:

Organizational

- 5+ years of relevant work experience, ideally in development and communications, with a record of achievement in a mission-driven organization.
- Entrepreneurial drive, strategic thinking, and organizational skills.
- Thorough understanding of non-profit and fundraising environments.
- Well-balanced professionally; able to see the big picture and keen attention to detail.
- Critical thinker who can lead a team in innovation and creativity.
- Possess a growth mindset and adaptive leadership qualities.

Fundraising

- Assertive and respectful fundraiser comfortable picking up the phone or meeting face-to-face, sharing dZi's impact with passion and credibility.
- Interest and aptitude in prospecting, visiting with, managing, and presenting the opportunity for funding with new donors.
- Experience developing, writing, and managing institutional and foundation grants and budgets.
- Proven ability to approach donors and senior-level foundation staff and effectively present to foundation executives.
- Successful track record identifying and creating cases for support, asking, and closing with individual donors, corporations, family, and institutional foundations.

Skills

- Demonstrated ability to write and present professionally and compellingly.
- Excellent public speaker: able to communicate passion about the organization and move people emotionally.
- Ability to communicate complex ideas clearly and simply to various audiences.
- Proficiency with Microsoft Office and Microsoft Teams is a plus.
- Detail-oriented, especially related to all constituent correspondence.
- Consistent follow-up and follow-through with constituents and team members.

Personality

- Alignment with dZi's organizational values: equity, integrity, and partnership.
- High initiative and energy, “can-do” attitude, flexibility, teamwork, excellent managerial skills focusing on strengths and empowerment, and collaborative leadership style.
- Independent, self-motivated, and able to work effectively and efficiently remotely.
- Excellent interpersonal skills, including strong work ethic, impeccable integrity, and judgment.
- Desire to work in a cross-cultural and growth-oriented environment.
- Genuine understanding and support for dZi’s mission to partner with local communities in Nepal to achieve shared prosperity by ensuring access to basic needs, catalyzing inclusive economic growth, and creating an environment for lasting change.

Background

- Background in international development, political economics, or social entrepreneurship a plus.
- Experience in South Asia or Nepal a plus.
- Extensive network in the global philanthropic arena a plus.
- A bachelor’s degree and relevant advanced degree preferred.

Work Environment

This job will operate in a virtual home office environment in the US. It will require a visit to Nepal’s working areas and the Kathmandu office, possibly once annually, and visits with current investors and prospects globally.

Position Type/Expected Hours of Work

This is a full-time position. The employee is expected to work 32-40 hours per week, flexible Monday through Friday, between 8 a.m. and 5 p.m. MST, depending on time zone constraints and coordination, and weekends that require travel as needed.

Physical Requirements

The physical demands of this position are moderate in the US and significant in Nepal due to field visits. The position requires frequent computer use at a workstation, with prolonged periods of sitting or standing. It may also require occasional lifting of 20 lbs or less. As dZi staff work in several locations and occasionally come together for meetings, staff must be able to travel by car and plane to meetings nationally and internationally. Availability to travel and maintenance of a valid passport are required.

dZi will make reasonable accommodations in compliance with the Americans with Disabilities Act of 1990. This job description and its physical requirements will be reviewed periodically as duties and responsibilities change with business necessity. Essential and marginal job functions are subject to modification.

Equal Employment Opportunity

dZi is an equal opportunity employer. We strongly encourage and seek applications from women, people of color, and bilingual and bicultural individuals, as well as members of the lesbian, gay, bisexual, and transgender communities. Applicants shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, disability, political affiliation, sexual orientation, gender identity, color, marital status, or medical condition.

Interested candidates, please email your cover letter and resume to [hiring@dzi.org](mailto: hiring@dzi.org) by July 31st, 2024.