



DIGNITAS

— dignity through education —



Dignitas is a leading education development organization. We use an innovative training and coaching approach to empower schools and educators in marginalized communities to transform students' opportunities. We imagine a world where schools are a vibrant place for all children to develop the skills and strength of character to thrive and succeed.

Job Description – Partnership Development Manager

Background

Reports to: Executive Director

JOB PURPOSE

Reporting to the Executive Director, the Partnership Development Manager will fulfil a senior management role, and work to develop new, potentially diverse, partnerships that serve to extend the impact of Dignitas. These partnerships will form a critical part of the strategy to develop and steward a sustainable, diversified local and international resource base for the organization’s work. The Partnership Development Manager will work closely with the Executive Director to ensure strategic growth of the organization.

This is an ideal opportunity for an experienced, results-driven leader who is passionate about people, and able to grow and scale the organization.

KEY RESPONSIBILITIES

Key Task or Responsibility	Expected Outcomes
<p>1) Identify, pursue and steward a range of corporate partnerships to support Dignitas’ growing program portfolio.</p> <p>a) Develop and implement strategy to reach medium to large corporates, and corporate foundations toward partnership around agreed priorities.</p> <p>b) Cultivate a list of strategically identified potential partners who could invest in Dignitas programs.</p> <p>c) Negotiate partnership agreements and contracts, and provide oversight of delivery on these partnerships including reporting.</p> <p>d) Track and communicate impact of partnerships, leveraging the Learning and Evaluation team and collateral to help build evidence that contributes to broader organizational learning and growth.</p>	<ul style="list-style-type: none">• Dignitas programming benefits from a steady increase in local corporate funding, and in-kind support.• Dignitas builds a portfolio of local corporates who are passionate about investing in education.• Dignitas is known as a reliable delivery partner for corporates who desire to invest in education.• Corporate investments are aligned with program portfolio to maximize impact.

<p>2) Develop strategic channels for earned revenue through service provision partnerships.</p> <ul style="list-style-type: none"> a) Refine existing Business Plan and Financial Model b) Drive sales and marketing strategy, including development of relevant collateral and online presence. c) Be responsible for growth, and achievement of key deliverables. d) Management and oversight of any staff assigned to Vibrant Schools 	<ul style="list-style-type: none"> • The organization has clear direction on the development of Vibrant Schools, including on organizational structure, registration, management, and compliance. • Vibrant Schools becomes a well-established income stream, covering its own implementation costs, and subsidizing costs of traditionally donor-funded school partnerships. • Vibrant Schools delivers quality programming with measurable impact on teaching and learning in partner schools.
<p>3) In collaboration with the Executive Director, develop an organizational Partnership Development Strategy that is focused on growth and resource mobilization.</p> <ul style="list-style-type: none"> a) Identify relevant trends in investment, partnerships, sustainability and general programming b) Ensure partnerships align with program development plans, and resource required. c) Leverage partnerships as a strategic growth opportunity, including exploration of new geographies, workstreams etc 	<ul style="list-style-type: none"> • The organization’s funding requirements are met by a diversity of funding sources.

Other Activities

Undertake other duties (within individual competence and capacities) necessary to support the activities of Dignitas, as and when required by line management.

TERMS AND CONDITIONS OF SERVICE

It is expected that all staff respect Dignitas’ values which include:

- Transformation
- Learning
- Empowerment
- Sustainability
- Innovation
- Accountability

Candidate Profile

Qualifications:

- Bachelor's degree required, Masters degree (Education, Business, etc.) preferred
- A minimum of five years' experience in a similar environment
- Fundraising skills or track record of revenue generation required
- Strong people management skills and the ability to motivate, excite, inspire, and educate both internal and external resources
- Ability to think strategically, drive analysis, and solve problems creatively and effectively
- Strong entrepreneurial skills and the ability to establish and build a wide range of key relationships across the education, business, and government sectors
- Excellent coalition building skills with an ability to communicate and work effectively with a variety of internal and external stakeholders.
- Great writing, presentation and communication skills

Key skills, mindsets, and knowledge to be successful in the role include:

- Belief that all students can achieve at the highest levels
- Conviction that all school leaders can develop and grow, and dramatically improve learning outcomes of their schools
- A heart for education and the belief that access to a quality education can transform lives
- Self-awareness, integrity, and empathy

Dignitas' work environment requires:

- Ability to thrive in a fast-paced, highly collaborative work environment
- Willingness and ability to give and receive tough feedback
- Dedication to results-orientation

Work Location and Remuneration

The candidate will be based in Nairobi but must have the ability to travel to various parts of Kenya as required (minimal). Salary is commensurate with experience and competitive with the non-profit education sector in Kenya.

How to Apply

To apply for the post, please send a tailored CV and covering letter to jobs@dignitasproject.org, with 'Application for Partnership Development Manager' in subject line.

Please note that the covering letter should be no more than two pages of A4 and should summarize your relevant skills, experience and motivations for applying and for working with us. It is, therefore, an important part of the application and will be used as part of our selection process.

If you would like a confidential, informal discussion about the role, please contact Dignitas' Executive Director at deborah.kimathi@dignitasproject.org

Timeline

Advertisement: February 7th- 21st, 2020

First Round interviews: February 28th, 2020

Candidates who are successful in the first round of interviews will be asked to complete a task for the Interview Panel. Details will be communicated in due course.