



## POSITION DESCRIPTION

**Position Title: Chief Business Development Officer**

**Position Type: Full-time**

The Chief Business Development Officer will be part of ygap's executive leadership team and will work alongside a passionate, capable, innovative team who believe in the power of social entrepreneurship to lift the poorest out of poverty.

As the Chief Business Development Officer, you will be a leader in your field and bring this expertise to support the growth of ygap's current fundraising activities. You will create and strengthen relationships and connections to generate deep, sustainable global impact and will have the opportunity to conceptualise and implement new, innovative fundraising initiatives.

### **Reports To**

Chief Executive Officer (CEO)

### **Direct Reports**

- Campaigns Manager
- Strategic Partnerships Manager

### **About ygap**

ygap is an international development not-for-profit with an innovative approach to alleviating poverty.

We back innovative impact ventures led by local people who have local solutions to local problems.

We believe that the most effective and sustainable way to tackle poverty is to support local impact ventures who deeply understand the unique challenges of their communities and are best placed to develop impactful solutions.

We support these impact ventures through our accelerator program which helps them refine their business model, so that they can increase the impact that they are having in their community.

We work across Africa, Asia, the Pacific Islands and Australia. To date, we've run over 40 accelerator programs and have supported over 500 early-stage impact ventures who have gone on to improve the lives of over 900,000 people living in poverty.

ygap's work is enabled through the support of key partnerships with high net worth individuals, trusts, foundations and corporates, as well as campaign income and grant funding.

### **Our Recruitment Guiding Principles**

We have three guiding principles by which we approach our hiring process:

- We embrace flexible work arrangements, built on trust and respect
- We encourage applicants from all cultures, ethnicities and backgrounds
- We have a strong focus on diversity, inclusion, gender equity and gender equality across all our operations

### **Our Values**

We have five values by which we approach our day to day activities:

**Humility** - It's not about us, it's about the people we serve

**Empathy** - We genuinely care about the work we do

**Integrity** - We work like everyone is watching

**Effectiveness** - We make decisions and then get things done

**Innovation** - We challenge assumptions, test new ideas and take smart risks

### **Key Selection Criteria**

Essential:

- Demonstrated success in acquiring and stewarding high net worth individuals, corporate partners, trusts and foundations
- Established relationships and network in the Australian philanthropic, social impact and/or international development sector
- Experience developing and implementing strategic fundraising / business development plans
- Experience creating and executing successful new fundraising initiatives within an organisation
- Success in managing high-performing teams and working collaboratively across teams
- Thorough understanding of finance concepts and ability to produce budgets and forecasts and undertake financial analysis
- Excellent written and verbal communication skills
- Excellent ability to develop trust and manage relationships with multiple stakeholders
- High emotional intelligence and accountability
- Minimum five years of senior fundraising experience

Desirables:

- Strong understanding and experience in managing Australian and global grants supporting international development and community development work
- Relationships in international philanthropic, social impact and/or international development sector
- Skills in marketing and strategic communications

### **Key Responsibilities**

- Contribute to ygap's position as a trusted organisation with a clear and compelling value proposition
- Develop fundraising opportunities aligned to ygap's vision, mission and values
- Provide strategic direction for ygap's fundraising activities
- Develop and grow revenue streams, enabling the organisation to achieve its immediate and long-term impact objectives
- Lead ygap's fundraising team and implement infrastructure to sustain the required level of fundraising activities

### **KPIs and Outcomes**

1. Delivery against fundraising strategic objectives
2. Delivery of annual budget and periodic forecasts
3. Delivery against fundraising KPIs (e.g. major gifts secured, unrestricted income secured, lead generation, forecastable income, retention rate)
4. Delivery against financial KPIs (e.g. revenue banked, revenue growth, return on investment, operating surplus)

### **Time Commitment and Travel**

There may be periodic meetings and events outside of 'traditional' businesses hours due to the time zone difference of the global team and where they are based. There may also be some travel required intermittently throughout the year for periods of up to two weeks.

The Chief Business Development Officer will be a full-time role based in ygap's HQ office in Richmond, Victoria, Australia.



### **Application Process**

- Please submit a cover letter addressing “Key Selection Criteria” together with a current CV to
- [lisa.hyden@ygap.org](mailto:lisa.hyden@ygap.org). Please include in the subject line of the email “Chief Business Development Officer - Application”
- Applications close: midnight on Friday 21st February 2020
- Applications will be processed and candidates interviewed as applications are received and we encourage you to apply early.