WWF ADRIA RESOURCE MOBILIZATION DIRECTOR

Position title: Regional Resource Mobilization Director
Reports to: Adria CEO
Supervises: PSP, Corporate and Individual Fundraising team
Location: Croatia with a regional remit across Adria countries (Slovenia, Croatia, Serbia, BiH, Montenegro, N. Macedonia, Kosovo and Albania).
Engagement: Full-time, fixed term contract (with possibility for extension)

WWF is one of the world’s leading non-governmental and non-profit organizations for nature conservation. WWF has been established in 1961, and has representative offices in over 100 countries across the globe and approximately 7000 employees. The organization is proud of its supporters of over five million people.

WWF Adria is representing WWF within the countries of Western Balkans with approximately more than 40 employees. It operates through a WWF Adria office in Zagreb (Croatia), WWF Adria-Serbia office in Belgrade, and partner organizations and consultants within the rest of the region. To implement its conservation goals WWF Adria operates in the structure of different programmes (Marine, Freshwater, Protected Areas & Governance and Wildlife) which are contributing to protection of different ecosystems or to the improvement of governance of protected areas within the Protected Areas & Governance Programme.

As an international organization, we support a working environment of diversity based on justice and mutual respect. We therefore welcome every application - regardless of ethnic, social and national origin, gender, religion, age, disability, sexual orientation, marital status and political views.

I. Mission:

Resource Mobilisation Director formulates and leads implementation of comprehensive regional fundraising strategy for WWF Adria with a focus and attention to developing high-value strategic donor relationships and delivery of ambitious resource mobilisation targets. This is a senior leadership position, member of Adria Senior Management Team, and works in close coordination with WWF Europe and N. Africa Regional Team, WWF International Fundraising and Public Sector Partnerships team and other relevant departments to deliver consistent support and good practices to Adria and networked offices, and that delivers on ambitious financial KPIs of the organisation.

II. Major Functions:

Director of Resource Mobilization is responsible for developing multi-year strategy and annual plans for income generation and financial diversification to achieve conservation ambitions and financial sustainability of WWF Adria through effective coordination, development and monitoring of high-quality fundraising proposals. He/she leads the effort behind securing financial resources necessary to enable successful implementation and delivery of WWF Adria’s Resource Mobilization strategy including setting of measurable KPIs and annual fundraising targets.
He/she will identify and engage proactively with key donors, funders and investors; Coordinate and support donor relations; and provide overall strategic leadership and support necessary to ensure programme development in the Adria region. He/she will also monitor the delivery of the commitments with donors and funders and undertake activities to strengthen our partnerships and build trust.

This is a people management position that is responsible for directing and line managing the income generation team ensuring synergies, integration and coordination of organisational work.

III. Major Duties and Responsibilities

- Work closely with WWF Adria Conservation Director and other relevant staff to develop and oversee proposal development process to ensure effective and successful proposals, including a pipeline tracking system to ensure all proposals are recorded, tracked and escalated appropriately.
- Report proactively on the status of the pipeline and fundraising processes to Adria CEO, proactively sharing information on opportunities and fundraising challenges both within WWF Adria, but also with EUNA team with a view to strengthen collaboration and align actions.
- Work closely with the Finance team to ensure a smooth and effective budgeting process for proposal development, seeking active collaboration between members of the ADRIA team, EUNA team, external consultants, as well as other experts on development of robust and quality proposals.
- Lead fundraising coordination with WWF-International and other WWF offices along with leads from WWF-Practices, Initiatives etc. to advance fundraising objectives.
- Provide strategic direction for fundraising by developing a focused and aligned regional strategy and business plan, based on relevant market understanding and analysis of regional and local needs.
- Lead effectively the coordination and preparation of proposals according to the WWF Adria proposal development process. Ensures concepts and proposals meet all the requirements of donors and align with the WWF Adria strategy and conservation priorities.
- Ensure lessons from the project development process are captured and applied to improve future proposals, promote information sharing and learning
- Responsible for identifying, researching, developing and maintaining strategic partnerships with Public sector, Private sector and individual donors in close consultation and coordination with the WWF Adria Conservation Director and WWF fundraising teams across the network, with a focus on opportunities from the Adria region.
- Work closely with WWF Adria Director of Communications to ensure donors as an audience are addressed in communication strategy, to develop relevant communication assets supporting donor engagement, particularly private and individual donors and ensure that specific donor needs with regards to communication and branding are met.
  - Act as operational lead responding to large and strategic funding opportunities.
  - Provide leadership support and guidance to WWF Adria conservation teams leading proposal development processes ensuring all final submissions meet quality standards and donor requirements.
  - Identify, scope and position WWF Adria as a partner of choice for new funding modalities such as direct awards, trust funds, tenders and complex consortia partnerships in line with WWF’s gatekeeping policies
  - Ensure consistency of approaches and best practice across WWF Adria fundraising and proposal development, including ensuring donor compliance.

Partnerships development and relationship management
● Manage, initiate and act on opportunities to strategically engage with, involve and deepen existing programmatic relationships with a wide range of donors across Adria region working to obtain early intelligence on funding opportunities to ensure coordinated approach
● Identify opportunities for donors to collaborate with WWF Adria on priority programmes and initiatives
● Collate and manage a portfolio of quality programme and project proposals, research and evidence of impacts of WWF Adria work in order to support future programme funding and facilitating a proactive approach to various funding entities
● Create opportunities for WWF Adria senior staff to engage regularly with different donors in order to position WWF Adria as a leading implementation partner
● Contribute to the advocacy process and support WWF Adria to influence and conceptualise programmatic priorities at the country and regional level
● Keep abreast of changes in the EU funding instruments and modalities and identify opportunities to input on and influence existing and new EU funding instruments and strategies
● Scope and develop partnerships with other organisations working in the international development and environment sector on resource mobilisation, potential consortium partners, private sector, international organisations and relevant research institutions
● Actively participate in relevant donor meetings and networking events to further develop funding relationships
● Build trust and long term partnerships with key donors and investors, ensuring that potential risks in project implementation are communicated to donors timely and adequately and that potential reputational issues are being addressed as quickly and effectively as possible.
● Participate and contribute to relevant funding platforms to broaden perspective on industry trends, keep up to date on changes to funding and application processes and jointly influence donor funding architecture
● Regularly collaborate with other colleagues in the fundraising department (Global Development Center), communications, conservation, F&A departments and work together with relevant EUNA regional and International staff

People & Performance Management
● Supervises as line manager and evaluates performance of staff in the Income Generation/Resource Mobilization Department team.
● Supports department’s staff in their team management, including positions’ appraisals, evaluations of performance, and hiring new capacity.
● Plans for staff training and capacity building.
● Ensures coordination and exchange of information and assure synergies, integration and coordination of work.
● Development of individual skills and capacities of the income generation team with a focus on talent nurturing and talent development necessary for high-performing team

IV. Profile:

Required Qualifications:
● University degree in Business Management, Marketing, International Relations, International Development, or a similar track degree with a proven record of delivering tangible results and acting independently.
● At least 10 years of proven experience in business development, sales, financial resource mobilisation, key account management, of which at least 5 have been in designing, developing and fundraising for transformational projects with INGOs/NGOs/Not-for-profits/ and/or in a leadership role preferably within an International Development organizations or complex matrix environment.
• Successful fundraising experience and a track-record of developing and winning large-scale, multi-country proposals that are above 1 million Euro in value

Qualifications and Skills:
• Experience in developing and writing project proposals to a broad portfolio of philanthropic actors, including but not limited to public sector, foundations, and corporate sponsors
• Successful track record of cultivating funding partnerships across sectors.
• Experience of coordinating and negotiating with Government and donors at all levels.
• Excellent understanding of development partnerships, fund-raising, donor strategies, functions and international relations.
• Proven financial analysis skills which include, but are not limited to, preparing and reading financial dashboards, scenario planning, financial investment decision-making, business case development
• Good understanding of conservation, development and political interests in the countries of WWF Adria
• Ability to work remotely with a geographically dispersed team across multiple countries, including work with cross-disciplinary ad-hoc project development teams
• In-depth knowledge of the environmental and socio-economic challenges across the Western Balkans / Adria region
• Proven track record of managing internal and external multi-stakeholder processes and teams; including demonstrated experience in donor relations, communications, project planning, project cycle and portfolio management, and donor reporting
• Proven skills in managing partnerships, including ability to negotiate complex agenda and conflicting priorities
• Good strategic visioning, critical and strategic thinking, and the ability to develop innovative and strategic partnerships with results focus
• Good facilitation and influencing skills, and the ability to provide support and training to staff and partners
• Strong diplomatic and communication skills with the ability to engage at a strategic level with bilateral and multilateral donors, international organizations, host government ministries and partner NGOs
• Strong cross-cultural negotiation, networking and representational skills
• Excellent oral and written communication skills in English and any other language of the region
• Exceptional written capability including the preparation of complex funding concepts and drafting of documentation to the highest standards of presentation, accuracy and clarity
• Able to summarise and simplify complex information, especially relevant to funding opportunities
• Technical fundraising expertise including problem identification and analysis, logical frameworks and proposal budgeting
• Excellent coordination and team facilitation
• Proposal development skills
• Identify closely with the core values of the WWF organization: Courage, Collaboration, Respect & Integrity
• Clearly demonstrate behaviours aligned to the culture of WWF: Strive for Impact, Listen Deeply, Collaborate Openly and Innovate Fearlessly
• Adhere to WWF’s brand values: Knowledgeable, Optimistic, Determined and Engaging

V. Information and procedure

Are you interested in this position and do you recognize yourself in the above profile? Then we invite you to express your interest until May 30th 2024 by sending an e-mail with motivation letter and CV in English with list of two references to recruitment@wwfadria.org and titled „Resource Mobilisation
Director*. Please note that you should sign the CONSENT and send us together with all other documents. Only candidates selected for interviews will be contacted, and for selected candidates interview will be held virtually.