APPOINTMENT FOR ASSOCIATE HEAD-PARTNERSHIPS
ABOUT STIR EDUCATION

We are an international NGO that is addressing the moral and economic imperative that every child, everywhere, should have a teacher who cultivates the joy of lifelong learning. At a practical level, that means we support governments to reignite intrinsic motivation in teachers and local officials, through teacher networks. Our vision is a world where teachers love teaching and children love learning. In our sixth full year of operations, we are working with 200,000 teachers and 6 million children across 70 districts in India and Uganda.

OUR MODEL

We achieve this through a five-year learning partnership with an education system, where we align all levels of the education system (officials, teachers and children) around the goal of increasing intrinsic motivation.

Practically, this means that teachers undergo monthly network meetings with about 20 to 30 local peers. Through these meetings they’re supported to develop their practice in areas ranging from effective questioning to creating warm but orderly classroom routines – all designed to create a more effective relationship between the teacher and child. In doing so they develop a sense of autonomy (the sense they can change things), mastery (sense of getting better as a professionals) and purpose (reconnecting emotionally with their peers and students) – the key drivers of intrinsic motivation.

District officials undergo a training and coaching programme that motivates and supports them to prioritise, run and monitor the teacher networks and a close partnership with the state or national government enables the government to align this intrinsic motivation approach within their priorities, structures and systems.

The approach is run by the government from day one and after about five years of partnering with an education system we hope to have embedded a culture of improvement at all levels for the system to continue to strengthen itself. We typically allocate one member of our own staff per district to train, energise and coach the district officials running the approach, and a small team at the national or state level.

OUR VALUES

How we approach our work is as important as what we do and our core values guide the way:

Humility – We don’t have all the answers upfront.

Ownership – We empower each other with high expectations & support.

Openness – We will listen, learn and improve, and lead through obstacles.

Purpose – We’re united by a shared vision we’ll build & achieve together.
ASSOCIATE HEAD - DONOR PARTNERSHIPS

THE OPPORTUNITY
We are seeking a highly capable and motivated person to help us expand and diversify our funding in India including leading on crafting an India Fundraising Strategy that builds on the Global Strategy. This will be a full-time role based in India (preferably Bangalore, Delhi, Chennai or Mumbai).

So far STiR’s funding has benefited from global anchor funding with some in-country revenue in the form of CSR grants. Moving forward the intent is to sustain much of the fundraising from local support with lesser reliance on global funding in future years. And this role will play an important role in enabling this transition through -

1) deepened engagement with priority existing foundations and funders, 2) through a more proactive engagement strategy, and 3) by expanding into new areas/diversifying.

The role is a critical post within STiR’s Donor Partnership and Strategic Communications team. Working with the Director of Donor Partnerships and Strategic Communications, this position is part of a team of a growing team which has the responsibility of raising more than £2.3m per annum globally. STiR’s fundraising activity is supported by the CEO, the Senior Leadership Team and also benefits from the expertise and support of the Board (Global and India).

ROLES AND RESPONSIBILITIES
Lead and manage funding strategy in India to raise a minimum of INR 15 crores with a stretch goal of INR 25 crores in 2022-23

Manage Senior Manager, Donor Partnerships providing mentorship and support enabling them to achieve their goals

Lead market development activities including: liaising with donors and soliciting donations, identifying new potential investors, maintaining accurate donor records, managing expense budgets, managing events, and representing STiR India

Establish and monitor revenue goals for all revenue streams in India

Manage a portfolio of relationships with high-level individual and corporate donors in the region

Each quarter report revenue progress to the India Board, Director of Partnerships and Strategic Communications, India Country Director and seek guidance as appropriate

Represent STiR India at fundraising events and in donor cultivation meetings

Ensure that donor records and revenue forecasts are accurate within Donor Partnership and Strategic Communications database
Working with team members on conducting research on individuals, corporations, and family foundations with the goal of uncovering new prospects

Actively contribute to organisational culture and development

Role model professionalism, ensure integrity and accuracy in your work and take ownership of your own development

Develop strong, purposeful and collaborative relationships with all in line with STiR’s values

Model 'Growth Mindset' at all times - show that improvement is always possible

Collaborate with the Associate Head of Finance, Associate Head, People and Culture, Associate Head, Design and Program Readiness, Head of M&E as well as Senior Manager, Strategic Communications to support the overall performance of the function and achievement of annual goals

**KEY COMPETENCIES REQUIRED**

- Outstanding communication skills
- Strategic, analytical and critical thinking skills
- Personal commitment to excellence and quality
- Values driven role model
- Dynamic self-starter that demonstrates creativity and initiative
- Intrinsically motivated to learn and grow
- Honesty and integrity

**EXPERIENCE AND QUALIFICATIONS**

- Demonstrable, strong knowledge of the Indian philanthropy landscape
- Minimum 10 years work experience working in business development with at least 3 years of non-profit team leadership experience.
- Demonstrated ability to raise funds in the range of INR 5-15 crores annually. If not a non-profit fundraiser, has raised the equivalent or more in the private sector.
- Experience independently raising six and seven figure gifts.
- Demonstrated ability to work with both expats and local high net worth individuals and corporations.
- Demonstrated ability to lead and nurture business development teams.
- Demonstrated ability to plan and execute business development activities
- Proven ability to work strategically with senior leadership
- Strong presentation skills
- Positive initiative and mature judgment
- Highly organised and self-motivated
- Able to balance competing priorities, complex situations and tight deadlines
• Excellent written, verbal and interpersonal communications skills in English
• Prior success working closely and building relationships with diverse groups of people

REMUNERATION AND BENEFITS
A gross salary of INR 133,560/- per month (16,02,720/- per annum) will be paid for your service (subject to relevant taxes at source), along with Medical Insurance for yourself, spouse and up to two children.

APPLICATION PROCESS
To apply for this opportunity, please submit your CV and a brief proposal, no more than 2 pages to include the following:
- A brief plan for growing local fundraising in India including an assessment of the opportunities and risks (including mitigation)
- How will you go about operationalising the plan in order to meet the targets for the year?

You can click here to apply.