SENIOR MANAGER - TRUSTS AND FOUNDATIONS
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.
SENIOR MANAGER-TRUSTS AND FOUNDATIONS

THE OPPORTUNITY
We are seeking a highly capable and motivated person to help us expand our Trust and Foundations portfolio. This will be a short term contract (an initial period of 8 months with the potential to convert to an additional 6 months or longer term) to identify high potential Trusts and Foundation targets in Europe, US, UK to diversify our pipeline and provide funds to STiR Education.

Trusts and Foundations will continue to be our largest revenue stream, and the three greatest opportunities to increase total funding in this stream are: 1) through deepened engagement with priority existing foundation funders, 2) through a more proactive engagement strategy, and 3) by expanding into new markets.

The Trusts and Foundations Manager is a critical post within STiR’s Donor Partnership and Strategic Communications team. The Trusts and Foundations Senior Manager will be based in London and will lead on activity with trusts at all levels, securing support for STiR’s programme and activities across its geographies.

Working with the Director of Donor Partnerships and Strategic Communications, this position is part of a team of four which has the responsibility of raising more than £2.3m per annum. STiR’s fundraising activity is supported by the CEO, the Senior Leadership Team and also benefits from the expertise and support of the Board.

Building off the scoping assessment done by the STiR prospecting team as background information, the Trusts and Foundation Manager will lead on recommendations on the most suitable European, US, UK markets and targets to approach for funding. The Senior Manager will also be responsible to lead on engagement with qualified prospects leading to conversions.

ROLES AND RESPONSIBILITIES

DEVELOPMENT OF NEW TRUST AND FOUNDATION SUPPORT:

- To work with the Director of Donor Partnerships and Strategic Communications and implement a strategy to deliver £300k+ annually in new business from trusts and foundations.

- To work with the Director of Donor Partnerships and Strategic Communications, CEO and other colleagues to identify opportunities for support and to shape them into compelling propositions for donors.
• To proactively research, apply for and secure funding from trusts and foundations and public funding bodies in the UK and beyond from new funders/donors, with a particular focus on widening STiR’s pool of trust and foundation supporters.

• To cultivate relationships with trust managers, trustees and other influencers through meetings, updates and invitations to STiR events. Working with the Director of Donor Partnerships and Strategic Communications, CEO, Trustees, and senior colleagues to build our network and establish meaningful and positive relationships.

RENEWALS AND EXISTING FUNDERS
• To compile evaluation reports and other information in a timely manner, tailored to the needs of specific funders.

• To proactively identify opportunities for funders to see the results of their support and to meet key colleagues or beneficiaries.

• To identify opportunities for existing supporters to renew and extend their support, and communicating these opportunities in a timely and effective manner.

PROSPECT SELECTION AND REVIEW
• Refine criteria for prospect selection/prioritization (building off STiR’s existing process)

• General review and analysis of STiR’s portfolio and current approach:

• Targeted review of existing prospecting lists to check for viability. Deliver recommendations and lead on how to access the organization on viable prospects.

• Review/feedback and suggested improvements on current in-house prospect research techniques

GENERAL
• To ensure that the highest possible standards of stewardship and service are maintained across the team with a view to encouraging renewal of funding and increased involvement.

• To role model professionalism, ensure integrity and accuracy in your work and take ownership of your own development

• To make sure that all the work you do and relationships you build are in the STiR spirit and in line with our values

• To keep the fundraising database accurate and up-to-date with regard to grants, prospects, proposals and communications.

• To provide regular updates on funds raised, approaches made, and other KPIs for Senior Leadership, Finance Committee and STiR’s Board.
• To keep abreast of developments and trends in fundraising (with a particular focus on Trust and Foundation fundraising) and bringing new opportunities to the attention of the wider STiR team.

• To undertake any related tasks as requested by the Director, Donor Partnerships and Strategic Communications

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 ACADEMIC QUALIFICATIONS
• At least 5 years of relevant experience including recent experience of scoping markets and prospecting targets in Trusts and Foundations, (and, if appropriate, high net worth individuals) for development organizations.

• Excellent research and prospecting skills with an ability to combine desk research with own personal connections, knowledge, and relevant funder network.

• Excellent written communications skills and ability to manage own work independently and deliver within a given timeframe.

• Ideally to have worked with NGOs wanting to expand reach

• Significant experience in developing outreach and relationship-building strategies and implementing plans to achieve them

• Additional experience that will be considered as added value:
  o Insider knowledge of elite/closed-door funding collectives and/or DAFs (i.e. ICONIQ, Audacious, SVCF, Co-Impact, etc.)
  o Knowledge of & tools to research funders in key new markets: the UK, Europe (including but not limited to Switzerland, Netherlands, Germany).
REMUNERATION AND BENEFITS
You will be paid a gross salary of £4017/- per month excluding pensions and benefits. You will be required to make an employee contribution under the TPT Pension Scheme. The company will make a similar employer’s contribution as well.

APPLICATION PROCESS
To apply for this opportunity, please apply here with your CV and a cover letter outlining a brief proposal, no more than 2 pages to include: how you will address the deliverables and a draft timeline. We will review applicants on a rolling basis, and the deadline for submission is Nov 14th.