THINK BIG ENOUGH AND YOU’LL SHUT US DOWN FOREVER

Strategic Partnerships Director
Responsibility for:
£14m income. £3m expenditure. 650 million moments of joy.
Competitive salary.

Are you ready to take on the challenge of a lifetime – to bring clean water to the world? We’re thinking big, but we need someone who can think even bigger. You’ll blaze a trail for your team with new thinking, new approaches and new partnerships with private sector and philanthropists, to unleash the transformational power of clean water to everyone, everywhere. Complete that one mammoth task and you’ll sail into your next role.

Apply online at jobs.wateraid.org
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INTRODUCTION FROM THE DIRECTOR OF COMMUNICATIONS & FUNDRAISING

Hi,

Do you have fire in your belly and water in your heart? If – and only if – the answer is yes, then I urge you to read on.

There are 650 million reasons I need the very best change agents to drive WaterAid forward. Perhaps somebody like you. Because that daunting figure is the number of men, women and children who have yet to see, taste and enjoy the arrival of safe, clean water.

It’s not an easy challenge. In fact, challenges don’t come bigger than this.

We have a huge number of people to reach. We must stop a killer that steals more lives than malaria and AIDS – combined. Oh yes, and we want to finish the job by 2030.

It’s a massive ask. Which is why we need people who won’t settle for second best, people who can push us even further, people who won’t stop until the fight is won.

WaterAid has been shaking up the industry for 30 years. If you can bring enough big thinking to the role of Strategic Partnerships Director, we can close our offices in 15 years and proudly state that we were the people who helped bring clean water to the world. And changed it forever.

I truly hope you are up to the challenge of a lifetime.

Marcus Missen
Director of Communications & Fundraising
### STRATEGIC PARTNERSHIP DIRECTOR

<table>
<thead>
<tr>
<th><strong>PLACE OF WORK</strong></th>
<th>47-49 Durham Street, London SE11 5JD</th>
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<tbody>
<tr>
<td><strong>PAY BAND</strong></td>
<td>A1</td>
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<tr>
<td><strong>SALARY</strong></td>
<td>Competitive with excellent benefits</td>
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<tr>
<td><strong>CONTRACT TYPE</strong></td>
<td>Full time permanent</td>
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<td><strong>REPORTS TO</strong></td>
<td>Director of Communications &amp; Fundraising</td>
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<tr>
<td><strong>MANAGES</strong></td>
<td>5 team leaders and total department of 38</td>
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<tr>
<td><strong>BUDGET RESPONSIBILITY</strong></td>
<td>Income of £14m expenditure £3m</td>
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<tr>
<td><strong>TRAVEL</strong></td>
<td>Involves travel within the UK, some work outside normal office hours for attendance at external events and occasional visits overseas.</td>
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The Strategic Partnership team is part of the WaterAid UK Communications & Fundraising Directorate. WaterAid UK is one of a number of equal members within the WaterAid Federation. The Director of Communications & Fundraising has a global leadership role for maximising opportunities across the whole of WaterAid, and his direct reports share this global remit.

The Directorate is made up of: Strategic Partnerships; Mass Engagement; Programme Funding (institutional funders); Communications; Strategic Funding (a global coordination team).

### JOB PURPOSE

To champion strategic partnerships with the private sector and philanthropy sector (individuals, trusts and foundations) to make our mission of ending extreme poverty by 2030 a reality. This requires the post holder to lead the Strategic Partnerships Department to drive new thinking, different approaches and new partnerships to deliver safe water, sanitation and hygiene to everyone everywhere by 2030. This role will develop engaging partnerships that range from delivering financial support, to technical expertise, to driving attitude and behavioural change, to influencing. The post holder will need to be a leader who sets a simple and clear strategic vision, thinks global and has infectious enthusiasm for making the seemingly impossible possible.

To be a key member of the UK Fundraising and Communications Senior Leadership Team to:

- Provide leadership, input into strategic planning and advice and support to all staff and stakeholders concerned.

- Instil and enable a culture of collaborative working, responsibility, accountability, authority, drive and support at every level. Work effectively alongside and supporting other WaterAid countries.

The Strategic Partnerships Director will lead a number of teams including Philanthropy & Trusts, Corporate Partnerships, Water Industry Partnerships, Innovation & Strategic Engagement and WaterAid Scotland & Northern Ireland.
ACCOUNTABILITIES

**Strategic Planning, Leadership & Development**

- Formulate and communicate a simple but clear picture to the organisation for the future of private sector strategic engagement and drive this to maximise delivery of our 2030 strategy.
- Foster an environment for creativity, innovation and high performance that liberates our talent to think creatively, beyond traditional fundraising focused methods and act confidently, by balancing leadership and management within the team.
- Lead and inspire staff to identify, build and grow profitable opportunities through new and existing relationships with supporters to maximise their funding and strategic partnership potential. Ensure that all supporters are stewarded appropriately and their potential maximised.
- Lead the development and implementation of our global private sector engagement strategy to leverage opportunities to engage the private sector in delivering our strategy, maximising opportunities to engage across the full spectrum of time (e.g. from technical expertise to volunteering), money (e.g. from donations to CSR to giving us access to their staff and customers) and influence (e.g. from political influence, water stewardship and corporate compliance to raising our profile and the relevance of WASH to supporting behavioural change in countries).
- Lead the Philanthropy and Trusts team to deepen our levels of engagement in the Philanthropy market, develop and deliver our Major Donor and Trust strategy to achieve our organisational strategic aims.
- WaterAid Scotland and Northern Island- deepen levels of engagement with Scottish public, water sector, continue promoting our brand- extending WaterAid’s influence into new business pipeline.

**Ways of working**

- Champion and promote collaborative working across the whole of WaterAid to maximise global opportunities for global private sector engagement strategy (corporates, water sector) that delivers to our strategy through provision of time, money and influence.
- Champion stewardship that surpasses expectations establishing WaterAid as the partner of choice for the private sector and in the Philanthropy sector (individuals, trust and foundations).
- Champion and promote collaborative working with Supporter Development, and Communications to create and optimise opportunities to deliver cross team objectives and benefits, particularly using private sector as conduit to reach and engage mass audiences.
- Champion and promote collaborative working with Programme Funding and Strategic Funding Unit to formulate and optimise consortia partnerships.
- Work collectively and build effective working relationships with relevant stakeholders in the International Programme Dept., Policy and Campaigns Dept. and Country Programmes to engage private sector in sector strengthening and behavioural change.
- Support the work of the other WaterAid Members, specifically ensuring that the Corporate Fundraising team provides a coordination role (on behalf of WaterAid International) with regard to the global Ethical Fundraising policy and use of WaterAid’s name and logo for fundraising purposes.
- Ensure compliance with relevant legislation, policies and UK Institute of Fundraising Codes of Practice.
- Drive efficiencies and strengthen internal & external ways of working across the department (processes, systems).
Raising income/ budget management

- Achieve income targets in line with multi-year plans maximising profitability, growth and sustainability to support the organisation’s overall strategic aims and maximise global income.
- Define and regularly report on key performance indicators relating to delivery of business plans and activities, including opportunities and associated risks ensuring that remedial action is agreed and taken in good time.
- Track income, expenditure and key performance indicators, reporting on variances, using historic data and trend analysis to inform future plans and corrective action. Ensure the most effective use of WaterAid’s resources and that all finances are properly accounted for.
- Work with colleagues to regularly benchmark the work of the department against others in and outside of the Charity and International Development sectors ensuring our activities demonstrate value for money and best practice while also seeking new, creative and sector-leading approaches.

External liaison

- To be a passionate ambassador and work with colleagues to regularly benchmark the work of the department against others in and outside of the Charity and International Development sectors ensuring our activities demonstrate value for money and best practice while also seeking new, creative and sector-leading approaches.
- Represent WaterAid externally through giving talks and media interviews about the organisation’s work.

Staff Management and Supervision

- Provide line management support and supervision to the Team Leaders within the department.
- Drive performance management and strengthen others accountability for continuous progress and improvement.

General

- Undertake other activities reasonably requested by the Director of Communications & Fundraising and deputise in his absence.
THIS IS WHAT HAPPENS WHEN YOU HIT YOUR TARGETS
PERSON SPECIFICATION

- Passionate about ending poverty and want to be a part of making it happen, with commitment to WaterAid’s mission and values, and a working style that reflects these.
- Experience of working within the corporate sector and ideally NGO sector.
- Strong track record of delivering targets, financial and non-financial.
- Ambitious, agile and a determined strategic thinker who turns strategy into clear actions.
- Experience of delivering solutions and opportunities through collaboration and partnership, with proven ability to create an environment that nurtures and drives creativity and innovation.
- Entrepreneurial spirit - makes decisions based on strong commercial awareness to improve the overall organisation; fosters successful relationships and partnerships with key external stakeholders/ influencers relevant to the sector.
- Strong networker with excellent negotiation and persuasiveness skills.
- Possesses excellent understanding of audiences with the ability to flex accordingly to articulate a clear case for support, and personally able to influence and persuade supporters to make significant gifts.
- Inspirational leader who engages, coaches and empowers others through a clear vision, decisive action and strong strategic thinking with proven experience of successfully leading, managing and inspiring high calibre teams engaged in strategic partnerships and creating a high performance and empowered results-orientated culture.
- Experience of driving and managing change (including others) to achieve the organisation’s goals and aspirations.
- Ideally experience of international development and campaigns or a proven understanding of it.
- Experience of successfully working with supporters and volunteers at board and senior executive level, with an ability to identify new strategic partnerships.
- Substantial experience of strategy development, planning, budgeting and monitoring.
- Ability to work effectively and build strong relationships within a matrix structure.
- Excellent spoken and written communication skills with the ability to produce documentation to a high standard and adjust content of information that needs careful explanation or interpretation to suit the needs of different audiences.
- Promote and use smarter ways of working and digital solutions to overcome issues and support organisational delivery.
WATERAID BENEFITS – AN OVERVIEW

- Travel health advice, wellbeing and a 24hr emergency line.
- 50% discount on massages.
- 24hr emergency line for confidential counselling and lifestyle advice service.
- Free eye test (up to £20) and paid prescriptions (computer use only).
- Cashplan insurance that pays out when you incur medical costs.
- Lunchtime fitness programmes in the local park.
- Tax-free bike with savings of over 30%.
- Reduced childcare costs through government-backed voucher scheme.
- Travel season ticket loan scheme.
- 25 days’ annual leave as standard, increasing to 27 after four years’ service.
- Family friendly policies that support you both at work and outside of it.
- Pension contributions of 3%, 4%, or 5% double-matched at 6%, 8% or 10%, respectively.
- Give as you earn scheme.
- In-house training programmes.
- Savings up to 42% on work-related external training courses.
- 50% off food in 7000 restaurants nationwide (when you buy a Tastecard).
- Discounted indoor climbing and seasonal, mixed gender sports teams.
DIRECTORATE STRUCTURE
MOST PEOPLE ARE NOT UP TO THE CHALLENGE. ARE YOU?

To apply for this position please visit jobs.wateraid.org

If you wish to have an informal and confidential discussion about this opportunity with Marcus Missen, Director of Communications & Fundraising, please contact Anna Pluck on 0207 793 4515 or email annapluck@wateraid.org

The closing date for applications is midnight, 9th August 2015

1st stage interviews for this role will be held on week commencing 31st August 2015

2nd stage interviews for this role will be held on week commencing 14th September 2015
FIND OUT MORE

See our ambitious new global strategy
wateraid.org/uk/who-we-are/our-strategy

Hear from our employees
youtube.com/watch?v=nxXvYq3kx-I

Watch Grace’s Story
youtube.com/watch?v=wF_HlgnWEwU

View our Annual Report
wateraid.org/annualreportUK

WaterAid transforms lives by improving access to safe water, hygiene and sanitation in the world’s poorest communities.

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Charity numbers 288701 (England and Wales) and SC039479 (Scotland)