



We are hiring a Director of Partnerships!

Based in the United States

About Segal Family Foundation (SFF)

At Segal, we believe in a world where development is steered by grassroots leaders and power is shifted into the hands of communities. We work across Sub-Saharan Africa and strive to be true partners to our grantees. We want to change the power dynamics inherent in traditional philanthropy and prove that a new, more equitable, and responsive approach is not only more fair, but more effective. We support 200+ incredible organizations who are finding local and scalable solutions to Sub-Saharan Africa's most pressing development challenges. We offer our grantee partners financial and capacity building support, aimed at giving them a larger network of peer organizations and like-minded funders to share learnings and new opportunities as well as provide technical expertise.



Our vibrant team of 16 works virtually across continents. We move fast and adapt quickly as we find new and exciting ways to push our mission forward. We've got a lot of ambition, and we are looking for team members that will continue to help us punch above our weight.

Our team in Africa is spread around four countries and is responsible for finding and nurturing our community of partners. They also lead in implementing our unique [Active Partnership](#) model of funding and capacitating our grantees, including our flagship programs—the Social Impact Incubator and the African Visionary Fellowship. In the US, the team is responsible for supporting our Africa-side operations and is home to our data systems, evaluation, and communications, in addition to our partnerships work.



About the role

You will lead our partnerships work in engaging peers in the funding community in the US and globally. This will advance our mission of building an equitable community of visionary organizations—both doers and donors—across Sub-Saharan Africa so that together we can improve the lives of millions.

You will participate in thought leadership for the foundation on how best to execute the Donor Engagement component of our [Theory of Change](#). You will execute the two chief aims of this component: namely, leveraging funding from other sources to our grantees and influencing other donors to adopt key aspects of our approach to philanthropy. We have an ambitious goal of matching SFF's own \$12-13 million in annual grantmaking with at least as much funding leveraged from other donors. You will report directly to the Executive Director and oversee a small but growing Partnerships Team.

Your responsibilities will include

Build out SFF's Donor Engagement strategy (20%)

- Define our overall approach to donor engagement and influence; set clear objectives and tactics building on historic activities and successes.
- Engage SFF leadership, Board of Directors, and other stakeholders to build and refine our donor engagement messaging.
- Ensure synergy between greater Donor Engagement strategy and respective country strategies by providing guidance and mentorship to the Programs Team on the ground.
- Stay up-to-date on key trends and conversations happening in the philanthropic sector and leverage them for your work. (eg—the movement for more Diversity, Equity, and Inclusion in grantmaking).

Operationalize and implement SFF's Donor Engagement strategy (40%)

- Oversee implementation of Donor Engagement strategy across SFF team in US and East Africa.
- With the team, jointly identify and package relevant knowledge and data that will help drive our messaging.
- Oversee progress against key performance indicators tied to the strategy including leveraged funding, accessing high-value platforms for sharing key messaging, linking SFF partners to such platforms, etc.
- Manage your own portfolio of individual donor relationships including identifying new donors and cultivating those relationships. Engage these funders through regular meetings and calls, sharing SFF general news and updates on successes of and funding opportunities with SFF grantees.
- Conceptualize how we can make the best of our participation in donor forums and affinity groups.
- Manage Partnerships Associate to build out system for tracking and documenting donor relationships, including embedding system in Salesforce. Ensure data in the system is updated and drives decision-making and iteration.
- Over time, build out the Partnerships Team.

Represent SFF externally (20%)

- Identify innovative ways to engage donors in relevant conversations, eg. events, round tables, and publications in order to position aspects of SFF's philanthropic approach.
- Evangelize SFF's key donor engagement messages through conference attendance and speaking opportunities.

- Partner with the team in ensuring our message is broadcasted effectively across various media: case studies, success stories, opinion pieces, our donor newsletter, etc.

Oversee the African Visionary Fund initiative (20%)

- Lead the development of a new initiative to formally channel other donors' funding to outstanding SFF grantee partners. (This will include working with the team and consultants to handle the legal and marketing side of the fund.)
- Cultivate and manage relationships with Fund investors. **As the initiative comes online, we will assess the staffing structure required to ensure it runs optimally.*

Who we are looking for

- You are excited to own and build SFF's Donor Engagement strategy, stretch your brain to engage in constructive discussions about big and new ideas, and achieve ambitious goals with plenty of support from a passionate, experienced, hard-working team around you.
- You live the **values** of Segal Family Foundation. Each one is essential to achieve the strategy and we want to see a history of your engagement with each:
 - *Be Bold:* You have created strategies and programming from scratch and helped teammates adopt them successfully.
 - *Build Community:* You have successfully developed and managed networks of individuals and organizations.
 - *Fight for Fairness:* You have struggled alongside marginalized communities to elevate their voices and their agency over the choices that affect them.
 - *Learn and Innovate:* You have background in developing clear and measurable outcomes, tracking progress, and iterating based on the results.
 - *Trust:* You understand that true partnership comes from time, effort, listening, and delivering on expectations.
- You are excited to "change the game," to convince donors that a more equitable, more just form of philanthropy can and should exist.
- You have a track record of working hard and smart to achieve ambitious goals (you'll spend a lot of time on the road and working at odd hours!)
- You are a team player, dive head-first into our family culture, and help celebrate and support each other.
- You are inspiring, influential and can turn someone's opinion around through thoughtful and effective conversations.
- You have a unicorn personality... you are engaging and excited to build close relationships with a range of stakeholders and new friends while also extremely organized and eager to dive into the details.
- You must have experience and strong skill in:
 - Managing others.
 - Public speaking and persuasive written communication.
 - Building stakeholder networks.
 - Living and working experience in the Global South.
- It would really be nice if you had experience in:
 - Monitoring and evaluation.
 - Living and working in East Africa.
 - Philanthropy.

Why work with us

- **Mission and Impact:** We want to change the face of philanthropy while uplifting incredible local leaders (who we like to call rockstars). Every day we support local leaders changing the lives of communities and youth.
- **Career Development:** We hire ambitious people and support them to develop their skills and leadership potential. We support each other to grow and propel even further in their career trajectory.
- **Autonomy:** We hire smart and talented people and let them lead the way. You will get a team of 16 behind you for support but will be given the autonomy (and responsibility!) to take control of your role and participate in strategic decisions in your department.
- **Work Hard, Play Hard:** We put in the extra time and go the extra mile to support our partners. But we also love to laugh, have fun, and enjoy the camaraderie we've built amongst our team. We can find some levity even in tough situations.
- **Variety and Adventure:** We support 200+ partners across 20+ African countries. Even if travel isn't a large part of your role, you will get to experience new cultures, places, and exciting organizations across the continent.
- **Benefits:** We believe in supporting the well-being of our employees, so we offer healthcare cover, generous annual leave, and performance-based incentives.

Other information

- Role is based in the US—ideally in/around an important philanthropy hub (eg- New York, Boston, Washington D.C., San Francisco).
- Travel of up to 50% is likely including regular visits to our New Jersey home office, attending conferences throughout the world, and time on the ground with our staff and partners in East Africa.
- African diasporans with work authorization in the US are strongly encouraged to apply! SFF will assist in obtaining authorization as well.
- We will agree on a six month probation period with mutually agreed upon performance and learning objectives.

Want to apply?

- Fill in the form under this link: <http://bit.ly/JoinSFFDirPship>
- The selection process consists of case studies, personality tests, interviews and references checks. It will be carried out in collaboration with Edge Performance, our HR partner based in Nairobi.
- Please take a look at our candidate guide under <http://bit.ly/CandidatesGuide>
- Based on the number of applications, only shortlisted candidates may be communicated with.