

## Managing Director, External Relations

### Job description

Location	NEW YORK (WASHINGTON D.C. CONSIDERED)
Hours	40 Hours per week
Reports to	CEO
Start date	ASAP
Application deadline	Candidates will be assessed on a rolling basis.

### About the Freedom Fund

The Freedom Fund ([www.freedomfund.org](http://www.freedomfund.org)) is a leader in the global movement to end modern slavery. The Freedom Fund works to combat many different forms of extreme exploitation, including forced labour, sex trafficking, forced marriage, and the worst forms of child labour. The Freedom Fund:

**invests** in those countries and sectors with the greatest incidence of modern slavery.

**analyses** which interventions work best and shares that knowledge.

**brings together** a community of activists committed to ending extreme exploitation and empowered by the knowledge of how best to do so.

**generates** funding by demonstrating how effective interventions can protect those at risk of being exploited and free those in situations of exploitation.

In its first ten years, the Freedom Fund has supported over 174 organisations across countries in Africa, South America, South and South-East Asia.

### About the position

This is an exciting and demanding role for an outstanding individual as the Freedom Fund seeks to deliver on its ambitious new strategic plan. Reporting to the CEO and working as part of the Freedom Fund's Senior Leadership Team (SLT), the successful candidate will play a lead role in ensuring the organisation meets its strategic fundraising target by 2030. As a collaborative fund, fundraising and building long-term strategic partnerships is central to the mission of the Freedom Fund. The post holder will represent the Freedom Fund globally and lead the Freedom Fund's engagement with private and government donors. They will

also engage with anti-slavery organisations, corporates, policymakers and other relevant actors.

The Managing Director, External Relations will lead high performing Strategic Partnerships and Communications teams across the London and New York offices to advance the Freedom Fund's global fundraising strategy, targeting governments, foundations, multilaterals, ultra-high net worth individuals, corporates and academic institutions internationally. The successful candidate will be responsible for initiating and stewarding high value relationships across sectors and geographies, and of leading a professional fundraising, grant management, events and communications operation.

The Managing Director, External Relations will be a global influencer and thought leader, championing and shaping agendas surrounding modern day slavery, and in particular the importance of working closely with frontline partners and survivor leaders. The Managing Director will be expected to speak and publish widely, champion and share best practices, and pursue innovative opportunities and connections for the CEO, and other key spokespeople.

## Responsibilities

### Fundraising and Communications

- Build on the Freedom Fund's strong fundraising performance to date, take the lead on achieving the organisation's new strategic fundraising target by 2030 as well as working with the SLT.
- Collaborate across the organisation to ensure development strategy and tactics are aligned with organisational priorities and funding needs.
- Ensure that comprehensive donor mapping and engagement strategies are in place across all sectors (ultra-high net worth individuals, trusts and foundations, governments, etc) and geographies, working together with the Head of Strategic Partnerships.
- Support and 'deploy' the CEO and other colleagues to engage with and ensure coherent messaging with donors on all levels and across all areas of interaction.
- Maintain an overview of the entire funding pipeline for all donors, including cultivation, proposals/bids, fund and grant management and donor servicing/reporting and compliance.
- Review financial and organisational management processes and policies - in close collaboration with the other SLT members - with a view to ensuring their compatibility with donor requirements, proposing reforms as needed.
- Develop and deliver future fundraising strategies in collaboration with the Head of Strategic Partnerships and with input from the wider Strategic Partnerships team.
- To champion and oversee the Freedom Fund's communications, working together with the Head of Communications.

## External Engagement and Events

- As an ambassador for the organisation, represent the Freedom Fund to key current and prospective donors; other external audiences and partners and in key forums as required. This includes both formal and informal presentations such as making speeches and attending conferences and other meetings as necessary.
- Actively engage with and build relationships with donors, corporations, governments and other relevant high-level actors.
- Ensure that the Freedom Fund participates in relevant conferences, convenings, meetings and other discussions relevant to our mission and our fundraising objectives.
- Build and maintain relationships with anti-slavery organisations, private and government donors, corporates, policymakers and other relevant actors.
- Share and leverage evidence, engage directly with key stakeholders, cultivate and leverage champions, publish across influential platforms.
- Help shape global agendas surrounding modern day slavery, and in particular the importance of working closely with frontline partners and survivor leaders.

## Strategic Leadership, Governance and Operational Management

- Work with SLT colleagues to develop and deliver on strategic plans for the organisation.
- Engage with the Freedom Fund's Board members including through Board and Board sub-committee meetings.
- Develop and deliver on operational plans and participate in the organisational budgeting process.
- Report on fundraising and communications progress at quarterly Board meetings.
- Lead three direct reports, Head of Communications (oversees a team of 3), Head of Strategic Partnerships (oversees a team of 7) and Operations Manager.
- Collaborate with the CEO to ensure their external engagement efforts support the greater development and partnerships strategy.
- Ensure there is a close and effective working relationship with all other Freedom Fund departments.
- Oversee and run the New York office, supported by the Executive Assistant to the Managing Director, External Relations.

## Qualifications and experience

### Essential

- Proven ability to win multi-million £ / \$ fundraising commitments from governments, foundations, corporates and high net worth individuals.
- Enthusiasm for the Freedom Fund's mission to raise significant funding for its anti-slavery work.
- Ability to clearly and powerfully articulate and communicate the organisation's mission and work.
- Senior NGO, government or corporate management experience.

- At least 10 years senior level fundraising experience - with significant anti-slavery, human rights or international development experience highly desirable.
- Business-oriented with a market-based, metrics-driven approach to funding and organisational management.
- Ability to lead a high performing team and manage organisational change.
- Entitled to work in the UK without work permit sponsorship from the Freedom Fund.

### **Desirable**

- Advanced degree.
- Experience in the anti-slavery sector

## Personal attributes

### **Essential**

- Strong relationship management and networking skills.
- Strong commitment to the Freedom Fund's vision, mission, values and goals, with a passion for human rights issues.
- Impactful storyteller and communicator across various mediums.
- Commitment to excellence and a relentless pursuit of results with an exceptional work ethic, strong organisational skills and a can-do attitude.
- Strong critical thinking skills, ability to problem solve and resourcefulness.
- Entrepreneurial and driven individual with exceptional attention to detail.
- Willingness to work as part of a team in a cooperative and supportive way.
- Ability to build partnerships with a wide range of individuals from diverse backgrounds.
- Comfortable planning and delivering multiple activities under pressure to strict deadlines and high levels of precision.
- Willingness and ability to travel (estimated up to 20% of time)

## Compensation

- \$219,336 - \$242,424
- 5% employer sponsored 401k contribution (non-matched).
- 25 days holiday per year, plus public holidays
- Generous health benefits package with full coverage of monthly premiums for medical, dental and vision. Additional cover is provided for spouses and dependants.
- Support for relocation to New York from within the United States will be considered for the right candidate

## Application procedure

Applications should be submitted in English and include a CV, cover letter (maximum one page), and contact details of two professional referees, one of which must be the applicant's

current / most recent line manager or current / most recent Head of HR. If professional referees are not applicable, personal references are welcomed, providing they are able to speak to the strengths listed in the above description.

Please send applications by email in PDF format to [jobs@freedomfund.org](mailto:jobs@freedomfund.org), including 'Managing Director, External Relations' in the subject line.

Please note that only candidates selected for further consideration will be contacted. No phone calls please. **No agencies please.**

The Freedom Fund is an equal opportunities employer. In line with our values of respect, agility, and excellence, we value the strength of a diverse workforce and strongly encourage applications from people with disabilities, Black, Asian, Indigenous or Minority Ethnic backgrounds, LGBTQ+ and from different socio-economic backgrounds. Applicants must be eligible to work in United State. The Freedom Fund will aim to meet candidates' access requirements throughout the recruitment process. If this is applicable, then please notify us.

**The Freedom Fund is committed to the importance of meaningful survivor inclusion and leadership. As such, particular consideration will be given to applicants with lived experience of trafficking and/or forced labour.**

The Freedom Fund offers any candidates with lived experience of trafficking and/or forced labour the opportunity to have an informal and confidential pre-application chat with a member of our team to discuss suitability for the role as well as any reasonable adjustments that may be needed for the recruitment process. This conversation is intended to provide support to the candidate and will not have any negative impact on the recruitment process. Please get in touch at [jobs@freedomfund.org](mailto:jobs@freedomfund.org)

## Background checks

As part of our commitment to the protection of children and vulnerable people in our work, any offer of employment with the Freedom Fund will be subject to satisfactory pre-employment checks to ensure we recruit only those who are suitable to work with children and vulnerable persons. These checks include Disclosure and Barring Service and/or International Criminal Records Checks, satisfactory references, proof of eligibility to work in the national location of this role and checks against the Office of Foreign Assets Control data list (OFAC) which highlights any connections to terrorism or trafficking.

At the Freedom Fund, we are conscious that some candidates may have criminal records resulting from their experience of trafficking and/or forced labour. Applications from individuals with a criminal record, or who have been formerly incarcerated are accepted. We welcome a confidential conversation on this as part of the pre-application chat noted above or at the point of an offer being made.

Any offer of employment or consultancy with The Freedom Fund will only be made following successful background checks conducted on the applicant. Such checks may be updated periodically during the period of employment or consultancy. Initial checks will only be undertaken at the point of a job offer being made, and always with the prior permission of the candidate.