

# TEACHFORNIGERIA

**Title: Head of Development & Partnership**

**Reporting to: CEO**

**Start Date: Immediately**

**Employment Type: Full-time**

**Location: Based in Lagos, Nigeria**

## **Overview**

Teach For Nigeria (TFN) is a non-governmental organization focused on developing leaders to bridge inequity in Nigeria. In the short term, TFN recruits Nigeria's most outstanding university graduates and young professionals of all academic disciplines to teach as full-time teachers (as Fellows) in high-need schools in poor communities for two years. Through this experience, our Fellows gain exposure to the realities of Nigeria's education system and begin to identify their role in building a wider movement for educational equity. In the long term, TFN supports its alumni – equipped with the experience, conviction, and insight that comes from leading children to fulfil their potential – to be a force for change, working from across sectors to expand educational opportunity. As a growing organization working in a complex environment, we are looking for exceptional individuals who are both self-directed and strong team players to make up our leadership team.

## **Position Summary**

We are seeking an exceptional Head of Development & Partnership to spearhead fundraising and development efforts. This senior role is crucial for realizing TFN's ambitious goals to enhance education outcomes for one million children annually. The Head of Development & Partnership will be responsible for leading fundraising and development across all potential funding streams, including institutional funders (e.g., USAID, UNICEF, or FCDO), private sector, philanthropy, corporate social responsibility, high net worth individuals, and impact investors. Additionally, they will be instrumental in managing TFN's pipeline of future programs and fostering relationships at senior government levels nationally.

This role offers vast opportunities and will entail substantial responsibilities from the outset. The successful candidate must be adept at switching between high-level strategic decision-making and partner engagement to the finer details of development and overseeing multiple workstreams. The primary responsibilities of the Head of Development & Partnership include:

- Develop, own, and execute a comprehensive fundraising strategy to realize TFN's ambitious objectives
- Establish and implement a partnership strategy for institutional donors, resulting in new strategic partnerships (securing new programs and funding worth \$10m-\$50m)
- Identify and establish new strategic relationships with partners, based on a thorough understanding of their needs and how these align with TFN's strategy, and convert these opportunities into funds received and programs launched
- Guide the board-level fundraising committee to capitalize on board members' experience and expertise in achieving TFN's strategic priorities
- Develop propositions and proposals for partners, prospects, and external champions aligned with our mission, including drafting and writing high-quality proposals
- Cultivate existing relationships, expanding partnerships to secure funding opportunities for TFN's program portfolio, involving bilateral and multilateral

organizations worldwide (such as FCDO, UNICEF, USAID, and the EU Commission) and engaging extensively with senior stakeholders through events, meetings, calls, and emails

- Oversee TFN's pipeline of future program opportunities, supporting strategic decision-making on state prioritization, resource allocation, and investment
- Lead early-stage program concept development, collaborating closely with programmatic colleagues to foster partner engagement
- Manage relationships, ensuring best-in-class use of data and systems to reinforce donor relations and assisting TFN colleagues in strengthening relationships with partners
- Supervise research to identify new partners and refine approaches to existing partners
- Manage reporting and communications, including completing donor reports and providing verbal updates
- Lead TFN's fundraising and development team, including line management for senior management and junior team members
- Work closely with state entities to ensure they are well supported, guided, and mentored to establish a robust sustainable fundraising strategy

### **Qualifications, Experience and Skills**

This role will require an experienced and strategic leader who will bring creativity, problem-solving skills and a drive to deliver. There will be a high level of ownership and responsibility in this position, whose success will be crucial to enabling TFN's mission. To succeed, they will need expertise on TFN's programs (understanding their place within the education system and how the organization operates), combined with a deep understanding of donor and partner's priorities. They will also play a crucial role in managing TFN's pipeline of future programs - providing guidance to the leadership team on priority states and developing early program proposals. The Head of Development & Partnership will report directly to the Chief Executive Officer. You will also collaborate with all members of the TFN team. Other preferred qualifications include:

- At least seven years' experience in a similar role
- Demonstrable track record of Strategic Fundraising
- Successful, significant and relevant achievement at management level in a comparable national/international organisation.
- Experience of utilizing the strength of an organisation brand for charity/business development
- Proven track record of meeting challenging income targets
- Proven ability to build, manage and develop key stakeholder, client and donor relationships.
- Experience of developing and implementing strategic business plans
- Proven track record in fundraising that has directly resulted in increased income for an organisation
- Proven ability to effectively disseminate information to large and diverse groups

### **Essential Skills and Knowledge**

- Strong leadership skills
- Track record of bringing innovative creative thinking and fresh ideas to an organisation and/ or its services.
- Knowledge of the fundraising environment and of a range techniques and disciplines which will support the cost effective generation of income for TFN

- Exceptionally convincing and persuasive written and oral skills with the ability to present and convey complex ideas and issues clearly and coherently
- Ability to secure Senior Management and Board approval for strategy
- Demonstrable ability to evaluate the type of initiatives and programmes within the scope of the post and initiate, develop and deliver new initiatives that build on their successes.
- Highly self-motivated and able to work autonomously, take initiative and make decisions.
- Commitment to TFN's core values and strategic direction

### **Essential Aptitude**

- Innovative management style.
- Ability to work flexible hours.
- Energy, enthusiasm and flair to work hard and achieve ambitious targets.

### **Qualifications**

- Educated to degree level; Masters degree preferred
- Evidence of Continued Professional Development relevant to the role purpose and level.

### **Compensation**

Salary is competitive at Teach For Nigeria and depends on prior experiences. Benefits include opportunities for training. Additionally, there is ample opportunity for professional development through the global network, Teach For All.

### **How To Apply**

This is a senior role that will help to shape the future of TFN, our programs, and ultimately the impact we achieve. TFN is a fast-paced and entrepreneurial environment – we're 'building the plane while flying' – doing something new with huge ambitions, in a challenging operating environment. If our work and this role is something that you would love to do, then we want to hear from you. Please send your CV and cover letter to [careers@teachfornigeria.org](mailto:careers@teachfornigeria.org)