

TEACHFORNIGERIA

Title: Head of Development & Partnership

Reporting to: CEO

Start Date: Immediately

Employment Type: Full-time

Location: Based in Lagos, Nigeria

About Teach For Nigeria

Teach For Nigeria is a non-governmental organization focused on developing leaders to bridge education inequity in our country. Our mission is to attract, engage and mobilize an army of young change agents who will drive the movement toward educational equity and excellence in Nigeria, starting by recruiting outstanding graduates as full-time teachers for two years in underserved schools in low-income communities. 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

The Head of Development & Partnership will report directly to the CEO and will be responsible for building and expanding the funding base in order to support Teach For Nigeria's ambitious programmatic goals. This will include working with the Chief Executive Officer to raise funds to support the program and operations of the organization. The Head of Development & Partnership will be responsible for driving prospect research, portfolio management, donor management, and donation operations. TFN operates with a deep sense of possibility and perseverance with a team of young, dynamic, and diverse individuals. We are an organization committed to its people, to operating with respect and humility toward other people and organizations, while working to advance the cause of educational excellence for all children. Our collaborative working environment ensures abundant opportunities for you to expand your network and learning opportunities with other team members, Fellows, corporate partners, the Ministry of Education, other education stakeholders, as well as other like-minded individuals from the Teach For All network partners in over 50 countries.

Mission for the Role

The mission of this role is to gather resources and to build sustainable partnerships required for the movement to achieve its vision.

Key Measures of Success

- **Build sustainable funding** - accountable for fundraising Teach For Nigeria's entire annual budget, both the private and public sectors, in order to provide sufficient financial resources for the organization towards achieving its vision, long term, and short-term goals. The fundraising target will be based on the ambition to recruit and develop about 3000 Fellows and Alumni over the next 5 years and is subject to change based on our successes and shortcomings.
- **Strategic partnership** – accountable for driving strategic partnerships, especially with non-government stakeholders, in order to obtain both financial and non-financial support to enable the organization to achieve its vision, as well as its long-term and short-term goals.

Duties and Responsibilities

This position will report directly to and work closely with the CEO on setting and executing high-level development strategies and managing a portfolio of donors and prospects. This role is responsible for developing a diverse and sustainable funding base and achieving the funding growth necessary to support the national program. He/she gets to know the funding landscape through self-discovery and information gathering so that he/she can hone in, with focus and strategic insight, on the biggest opportunities and challenges in fundraising in Nigeria. Then, he/she will push forward on those opportunities and challenges through the duties and responsibilities below.

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Set Big Goals

Setting and committing to achieving ambitious revenue, donor quantity, and retention benchmarks to achieve both immediate and long-term (next 3-5 years) goals.

Plan Purposefully & Execute Effectively

- Developing and executing strategy and operating plans to ensure that Teach For Nigeria maximizes opportunities, meets its goals, and significantly grows to fund while building long-term sustainability across government, corporate, foundations, and individuals. This includes, but is not limited to, the following activities:-
- Developing and implementing strategies and tactical plans to achieve goals for different donor segments
- Ensuring team-wide alignment and progress to goals, identifying what is driving and impeding progress, developing solutions to address gaps, and adjusting course as necessary
- Cultivating, soliciting, and stewarding a portfolio of donors through meetings, events, and correspondence.

Invest in Team & Stakeholders

Working with other staff members to ensure progress towards our goals. This includes, but is not limited to, the following activities:-

- Build and execute strong strategic plans for the donor portfolio and thereby building strong donor relationships, increasing donor renewal, and upgrade rates, and expanding the donor base
- Prioritize the right actions for the CEO to take in order to cultivate, solicit, and steward donors and prospects and prepare/supports the CEO to execute
- Conduct excellent donor interactions and communications (i.e., events, meetings, newsletters, grants)
- Develop and maintain strong operations (i.e., stakeholder, prospect and donor tracking systems, data management, meeting prep and download systems, gift processing)

Coordinate cross-functional collaboration within the organization to ensure overall effectiveness and efficiency.

This includes, but is not limited to, the following activities:-

- Work closely with Finance team to finalize formal agreements with prospective donors/partners & supporters and subsequent financial expenditure reports
- Work closely with Program and Alumni team to coordinate relationships established across the private sector for their respective goals and measures of success
- Lead a cross-functional team in coordinating fundraising efforts across the organization through effective communication and execution

Continually Increase Effectiveness

- Drive innovation in fundraising strategy, by continuous learning and improving on our current practices through research, self-discovery and reflection.

Required Competencies

- Passionate about our mission believes deeply in the importance of inspiring/investing external people in our mission and has high expectations for how Teach For Nigeria is viewed by external constituents
- Aligned with our core values in the following ways:
 - Sense of Possibility: extremely optimistic about what is possible even in the face of daunting challenges
 - Excellence: has an uncommon level of personal responsibility with exceptionally high standards, goal orientation, and a proven track record of success; a demonstrated pattern of continuously working to develop and better self, teams, and organization

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- Integrity: demonstrate personal integrity consistently and be willing to hold oneself accountable.
- Respect & humility: grounded by treating everyone equally and valuing human dignity.
- Leadership: is a positive example to others.
- Innovation: has the ability to anticipate change and is forward-thinking in creating ethical solutions that fit the purpose.
- Proven success in fundraising in or with diverse organizations, philanthropists, or companies highly preferred, other relevant accomplishments in sales and marketing can be considered
- Excellent manager, ability to manage a high-performing team toward achieving ambitious goals
- Critical thinking: a long-range critical thinker who enjoys spending significant time problem-solving and developing opportunities in order to achieve the most meaningful outcomes
- Strong verbal and written communication; can speak compellingly about our organization, mission, and goals and has a mature presence
- Organizational skill: highly organized and motivated to manage self and others around complex projects and workstreams
- Qualification: Bachelor's degree required; Master's degree preferred

How to Apply

Follow the steps below to complete the form:

- ❖ Click on this link: [Link to Application Form](#)
- ❖ Follow the on-screen instructions to submit your application.

Application Deadline: 4th, July 2025. Only short-listed candidates will be contacted.