



gain
Global Alliance for
Improved Nutrition



Appointment of
**Director, External
Relations**

August 2023

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About GAIN

The Global Alliance for Improved Nutrition (GAIN) is a Swiss-based foundation launched at the United Nations in 2002 to tackle the human suffering caused by malnutrition.

Due to COVID19, conflict in Ukraine and climate change, malnutrition and hunger have worsened significantly since 2019, reversing a decade of progress. There is growing recognition that our food systems need to change if we are to reverse these trends.

GAIN's Strategy aims to transform food systems to make healthier diets from sustainable food systems accessible to all people and especially those whose are most vulnerable to shocks.

By 2027, we aim to improve the access of 1.5 billion people to nutritionally enhanced staple foods, improve the access of 25 million people to healthier diets, and support positive food system change in 10 countries. This is bold and complex, and the only way to achieve this is to work together with partners including governments, businesses, and civil society at the country and global level. These goals, and the ways of achieving them, build on our twenty-year legacy of transforming people's lives with improved nutrition through concerted action and effective policy change.



Our Values



Passion: We are committed to achieving change for the most vulnerable. We have high expectations of ourselves.



Voice: We embrace equity, diversity, and inclusion, we also listen to and learn from each other. We are respectful and appreciative.



Innovation: We seek new solutions to problems, and we embrace healthy risk-taking. We invest in learning. We are ambitious, open, and curious.



Integrity: We are honest and transparent, and we deliver on the promises we make. We have consistently high standards of conduct.



Teamwork: We work together as ONE GAIN, and this is very important to us. We care about each other and the work we do.



Humility: We celebrate success but learn from our mistakes. We recognise our limitations as well as our strengths and aim to carry everybody along.



Our Strategy

In December 2022, the GAIN Board adopted a new five-year strategy. Due to COVID19, the conflict in Ukraine and climate change, malnutrition and hunger have worsened significantly, reversing a decade of progress. There is growing recognition that our food systems need to change if we are to reverse these trends.

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Under its new **Strategy (2023-2027)** GAIN is seeking to build and diversify GAIN's income via new partnerships and strong communications work to underpin its influencing role. To achieve its next stage of growth and impact, we need to diversify and grow our income, including developing new investment instruments.

GAIN is therefore looking for a Director, External Relations (DER) to join the Strategic Management Team (SMT), with special focus to contributing to GAIN's strategic growth efforts in identifying new types of donors and leading the development of new sources of funding from foundations, HNWI's and through innovative mechanisms, with a target in the range of \$20m-\$40m new funds over 3-5 years. The Director will also manage GAIN's communications team.

The position forms part of a leadership transition planned up to 2025 during which the Director of Policy (DP) in the Executive Director's office (EDO) will provide support to the incoming Director, External Relations (DER) to assume responsibility for all resource mobilisation. During this transition the Director of Policy (DP) will maintain overall responsibility for fundraising from governments and related institutions. The Director, External Relations (DER) will assume full responsibility for all fundraising in late 2025.



Our Focus Areas

Doubling down on healthier diets: This means going beyond improving access to safe and nutritious foods to the bigger goal of increasing access to healthier diets for all, especially for those most vulnerable to malnutrition. At GAIN, we work to limit the consumption of foods that are considered unhealthy, such as ultra-processed foods rich in fat, salt, and sugar. We work hard to accelerate the affordable supply of fruits, vegetables, pulses, nuts, and animal sourced proteins such as fish, dairy, chicken, and eggs to the most vulnerable.

Protecting the most vulnerable: We focus on protecting those most vulnerable to economic, conflict and environmental shocks. We target our efforts namely on individuals living on USD 3.2 or less per day, though we recognise we also need to address other vulnerabilities. We understand that food systems need to become more diverse and locally sustainable to be safer and more resilient.

Engaging nature: We design and implement our work to positively link nutrition to climate and environmental security. We want to make GAIN the greenest nutrition organisation there is, both operationally and programmatically. This will make us a more responsible partner and help us accelerate advancements in nutrition outcomes across the globe.

Scaling up our impact: We will radically scale up the impact of our work by designing and implementing larger, more integrated programmes which are amplified through government policy, markets, partnerships, and knowledge sharing. We are doubling down on evidence-based work by advancing a new set of globally recognised tools which rapidly measure diet quality, track food systems transformation, assist SMEs engage with governments, and engage with governments to transform their food system pathway.

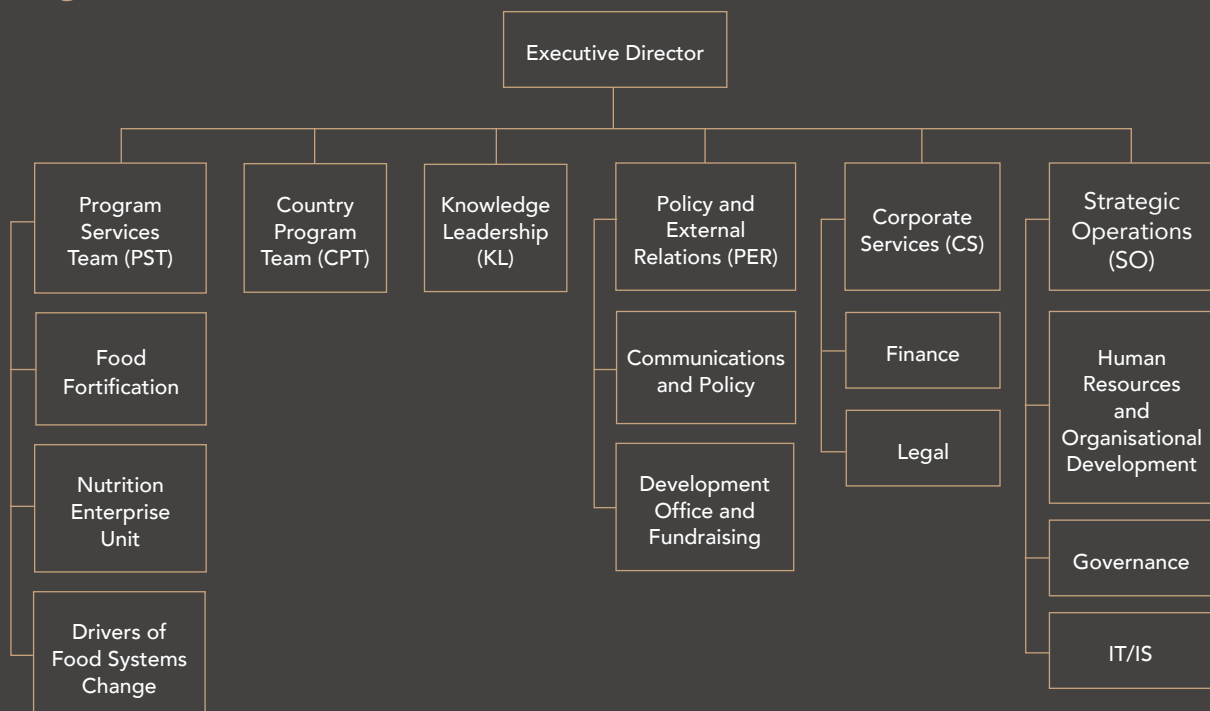
Continuous institutional development: We will increase our relentless efforts to improve our impact on institutional development across the programmes and places we work. Internally, we will continue to evolve our robust governance mechanisms based on transparency in all we do, and work to build an inclusive, diverse and gender empowered organisation. We will also continue to develop a cadre of leaders and staff who are motivated, talented, and value GAIN as a fantastic place to work.



The Organisation

GAIN is headquartered in Geneva, Switzerland, with offices in Bangladesh, Benin, Ethiopia, India, Indonesia, Kenya, Mozambique, Nigeria, Pakistan, Tanzania, and Uganda. To support work in those countries, we have representative offices in Denmark, the Netherlands, the United Kingdom, and the United States.

Organisational Structure





Job Description

Reporting to the CEO, and part of the Strategic Management Team (SMT), the Director, External Relations will lead the External Relations team (consisting of the Development Office and Communications Team) with a special focus on contributing to GAIN's growth efforts as outlined in its 2023-2027 Strategy.

The DER will be responsible for developing and implementing a new diversified fundraising strategy, expanding GAIN's donor base to secure new sources of funding from foundations, HNWI's and through innovative mechanisms.

They will build the operational capacity for supporting and stewarding these for excellence in acquisition and retention with a target in the range of \$20m-\$40m funds from new sources over 3-5 years.

The Director will lead the Development Office, as well as a dynamic communication function, operating at global, regional, and national levels, in traditional and social media and events.

Responsibilities:

- **Donors and HNWI's relationships:** Highly respected within relevant donor networks and communities applicable to the sector and countries in which we work, with proven track record of securing funds (including experience of personally securing grants/gifts > \$1m).

- **Communications:** Broad-based understanding in corporate communications, public information, media relations, and digital across different audiences, geographies, and cultures.
- **Business growth:** An understanding of the key political and economic issues within the development sector, including how nutrition and food security connect to these, with additional understanding of how critical fields such as climate, environment, and gender all link to our work.
- **Senior management:** Managing staff and working in partnership with highly experienced peers. Self-starter, problem-solving attitude, able to prioritise, multi-task, and work well under pressure to meet deadlines. Clear potential to operate at C- suite level as a full member of GAIN's SMT.
- **Strategic and entrepreneurial spirit:** Always looking to build teams, programmes, platforms with others inside and outside GAIN with excellent evaluation and monitoring skills.
- **Proven negotiating, representational, communication and diplomatic abilities with:** Proven record of excellent analytical, communications, and negotiations/persuasion skills.



Person Specification

Our Director of External Relations will possess the following skills and experience:

- Experience of leading innovative approaches to fundraising is essential and a proven track record in an income generation role at management level.
- Solid experience of cultivating and stewarding relationships with Foundations, HNWIs, and other key donors, government, internal and external stakeholders.
- Experience of corporate communications, public information, and media relations, with a flair for communicating complex issues into clear actionable insights to non-expert audiences.
- Extensive leadership and strategic senior management experience and knowing how to unlock the team's ability to achieve transformative growth. In addition, an understanding of data analysis, IT and research to support fundraising growth are an added advantage.
- A master's degree or equivalent work experience in Development Studies, Finance, Business, Politics, Economics, Public Affairs or a related field.
- Fluent in written and verbal English - other working languages an asset, particularly Portuguese, French, German.

Person Specification

Our Director of External Relations will possess the following personal attributes:

- **Strategic Leadership:** To provide strategic leadership, oversight, and management of the External Relations team (consisting of the Development Office and Communications Team), integrating and overseeing a portfolio of donor relations and communications activities and the rest of the organisation in terms of best practice, relevance, and creativity.
- **Developing and implementing a new diversified fundraising strategy expanding GAIN's donor base:** Ability to develop and execute GAIN's 5-year fundraising strategy to increase our income, strategically engaging with a wider group of donors (including trusts, foundations, HNWI and others). This includes assessing internal capacity and processes to support new donor relationships and donor intelligence and build operational support functions.
- **Manage the institutional resource mobilisation, donor relations and partnership management function of the Development Office:** The capacity to maintain and expand current institutional relationships with high quality proposals, effective reporting, and ongoing engagements. The individual will work with Director of Policy to take on leadership of official donor relationship management as part of the 2- year transition plan, building key relationships and ultimately representing GAIN in traditional donor fora.



- **Build engagement and synergies within and beyond the organisation:** The expertise to foster and reinforce ongoing internal engagement and synergies with GAIN staff - ensuring a shared and consistent message and voice across all activity.
- **As a member of the Strategic Management Team:** To bring external relations perspectives to organisational strategic issues. By developing, understanding, and collating results for donors and the GAIN Board to develop and implement collective SMT decisions across the organisation.
- **Drive a dynamic communication function, operating at global, regional, and national levels, in traditional and social media:** Direct strategic communication efforts on the expansion of GAIN's internal and external communications strategy, including overseeing high level media content.



Appointment Process and How to Apply

Our GAINERS work together to improve the food system and make it work better for the world's most vulnerable people. If you are a talented and passionate individual with a drive to make a change and share our vision of a world without malnutrition, then GAIN wants to hear from you.

To apply, please submit CV and covering letter, detailing how you fulfil the role description and specification director6805@gainrecruitment.com quoting reference **6805**.

The deadline for applications is **Friday 15th September 2023 at 09:00 CEST**.

The role will require travel and communication across global time zones. As an international, multicultural, and inclusive organisation, GAIN is willing to consider candidates located within proximity to a principal or a GAIN representative office.

The salary is commensurate with the seniority of the appointment and location dependent. GAIN is unable to support visa sponsorship or relocation for this role and candidates are expected to have the existing right to live and work in their country of application to be eligible to apply for this position.

A list of GAIN's country offices is outlined [here](#).

The Global Alliance for Improved Nutrition is committed to equality of opportunity and creating an inclusive environment where diversity is valued. We are keen to reflect the diversity of our society at every level within our organisation and therefore welcome applications from talented and committed people from all backgrounds, representing the diverse societies we operate in. For our full diversity, equity and inclusion policy please see [here](#).

Data Protection

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

Perrett Laver is a Data Controller and a Data Processor, as defined under the General Data Protection Regulation (GDPR). Our legal basis for much of our data processing activity is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website: <http://www.perrettlaver.com/information/privacy-policy/>.





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