



Director, Fundraising and Communications

Description

About Justice Defenders

From Uganda to the United States, we are living amidst a global justice crisis. The lack of access to justice impacts 5.1 billion people worldwide – with effects on families, communities and society at large. Three million men, women and children are being held in overcrowded prisons without a trial. Countless voices are lost in the noise.

Founded in 2007 as the African Prisons Project, Justice Defenders is an organisation and movement from all walks of life: prisoners, prison officers, lawyers, judges, and allies. Over the past 13 years, Justice Defenders has leveraged its success to build committed relationships with influential international organisations and individuals and relies on a network of connected and generous donors. Justice Defenders is a registered UK charity and US nonprofit with a global team currently based in the UK, Kenya, Uganda, Gambia, Italy and the USA.

The organisational culture is shaped by the core values of: bravery, humility, and solidarity. These influence the thinking and daily behaviour and are used routinely in decision making, priority setting, and implementation of all aspects of the organisation's work.

About the Role

The Director of Fundraising and Communications will work closely with both the Founder CEO, the Chief of Staff, the Chief Operating Officer and people with lived experience to reach our three priority audiences: high-net-worth individuals, foundations and trusts, and individual donors.

The Director will serve as a member of the senior leadership team and will manage a team of three dynamic fundraising managers, a communications officer and external suppliers.

Purpose of the Role

The Director, Fundraising and Communications will develop the capacity of fundraising and communications for the organisation at the international and country level. The Director will be an empathetic and collaborative partner for the CEO and Director of Growth. The Director will ensure that people with lived experience in/outside prisons, and access to justice are central to the strategy of the organisation and that all fundraising and communications are aligned with this core commitment to radical integration.

Duties and Responsibilities

- Design and execute the organisational fundraising strategy
- Contribute to the Senior Management Team
- Develop systematic fundraising capabilities within the organisation
- Grow and nurture a dynamic fundraising team
- Oversee the creation, planning and managing of fundraising campaigns
- Develop and implement a USA fundraising strategy
- Develop the individual giving programme and the institutional fundraising programme
- Support the CEO and Director of Growth in the development of the High Net Worth donor programme
- Oversee the design and implementation of fundraising communications and communities including 'The Advocates' of High Net Worth supporters and 'The Solidarity'- our monthly giving community
- Lead the development of a comprehensive fundraising database and CRM system
- Form productive and supporting relationships with a variety of stakeholders to promote cooperation across teams and lead organisation
- Communicate effectively within the organisation (board, staff, volunteers, and interns) to promote engagement and align priorities
- Provide relevant and reliable data, analysis, and insights for strategy reviews

Skills and Experience

- Proven record of achievement in the effective management of fundraising and communications of a fast-growing international organisation
- Experience in the leadership of social impact organisations (NGOs, foundations, social entrepreneurs, or businesses)
- Track record in relationship building with high-net-worth individual donors in the USA
- A clear understanding of the role of senior management in driving change, innovation and performance
- Experience engaging and managing staff effectively
- Experience developing and implementing fundraising strategies that are geared towards high-net-worth individuals and institutional funders
- Ability to set systems and processes in place to ensure a systematic and sustainable approach towards fundraising
- A relevant degree or equivalent professional qualifications
- Demonstrate resilience when things do not go to plan and the ability to overcome setbacks and inspire a change of tactics at such times
- Demonstrable experience in redemptive leadership and redemptive entrepreneurship
- Demonstrate considerable commitment to Justice Defenders' values
- An interest or experience in legal education or legal practice is desirable, but not essential

We especially encourage applications from those who have been in prison, were the recipient of free school meals, or are from the first generation of their family to attend university, as well as from those who consider themselves to be part of minority groups.

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