

MSF Italy is recruiting a Director Fundraising

Member of the Management Team

Background

Médecins Sans Frontières (MSF) is an international independent medical humanitarian organization that provides aid to people whose survival is threatened by violence, neglect, or catastrophe, primarily due to armed conflict, epidemics, malnutrition, exclusion from health care, or natural disasters. MSF provides independent, impartial assistance to those most in need. MSF reserves the right to speak out to bring attention to neglected crises, to challenge inadequacies or abuse of the aid system, and to advocate for improved medical treatments and protocols.

The MSF movement is built around five operational directorates supported by 26 sections and offices worldwide.

Hierarchical and functional position

Reporting to MSF Italy General Director, s/he is a member of the Management Team of MSF Italy. S/he is responsible for developing secure, sustainable and diversified private income streams in order to meet the financial needs and ensure the independence of MSF's operations. In particular s/he will solicit funds from specific donors, and develop fundraising strategies that build a broad base of support for the organization. S/he leads the process of analyzing and forecasting revenue and coordinates a team around 25 staff people.

Main tasks and responsibilities

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- Moving from the MSF Italy's Vision and the other strategic references, s/he defines the strategic fundraising planning of MSF Italy with respect to individuals, corporate and foundations and coordinates the activities to ensure the achievement of the planned objectives.

- Ensures the choice of channels to better acquire and retain donors in order to diversify actions to ensure an adequate return on investment.
- Oversees and coordinates the process of setting and reviewing multi-year and yearly investment and revenue targets determining the appropriate mix of income streams best designed to meet the strategic goal of diversifies, predictable, secure and cost-efficient revenue, following the international and internal guidelines.
- Ensures that the different fundraising programs within the Department are well integrated, complement each other and share tools and expertise.
- Ensures that fundraising strategies, messages and practices reflect MSF's medical humanitarian "voice", abide by ethical standards, and respect our donors' intent.
- Approves the activities, materials and tools with a component relevant to fundraising and coordinates with the Director of Communication and the General Direction when is needed.
- Maintains and expands strategic collaboration with the Communication department.

Management and interdepartmental coordination:

- Coaches her/his team in the implementation of strategies and plans, in order to achieve the relevant goals and objectives.
- Leads, manages and evaluates his/her direct reports, promoting commitment, collaboration (both internal and external to the department), motivation and professional growth.
- Holds regular departmental meetings
 - I. to coordinate and monitor activities;
 - II. to reinforce the communication channels between his/her Department and the other MSF Italy components;
 - III. to exchange information and in case gather input for the Management Team agenda;
 - IV. to provide ongoing support and problem resolution.
- Ensures good information flows, communication and synergy among all the team members and among the other MSF Italy components.
- Ensures and coordinates the department's budget / budget revisions; annual plan / annual plan revisions; actual (e.g. monthly, yearly) reports.

MSF Italia Management team:

- As a member of the MSF Italy Management Team, s/he participates in developing and carrying out organization-wide goals and objectives, formulating and managing organizational policies, and in making decisions with an organization-wide impact.
- S/he is proactive in identifying and addressing possible dilemmas and challenges related to the fundraising situation with the General Director and the Management Team.

Interdepartmental Coordination:

- Ensures that team members work with the Communication department and the Field HR & Medical Support Department to coordinate fundraising activities with media, public education and publications activities via print and web, to ensure that MSF messages are integrated into fundraising materials and that are factually accurate and reflect MSF's operational and advocacy concerns.

MSF International Network:

- Actively represents MSF Italy in the MSF Brussels based operational center and other international platform, as well as on specific working groups.
- Actively represents MSF Italy in national NGO's platform, to agree and implement lobbying actions with Institutional Italian actors.

Profile and qualifications

- University degree or equivalent
- At least 5 years of experience leading fundraising in nonprofit organizations.
- Experience in designing, managing and implementing fundraising strategies for a broad range of initiatives, including direct response marketing, major gifts and foundations and corporations.
- Experience with budget and forecasting, as well as with relevant tools (spreadsheets etc).
- Genuine interest in and commitment to the humanitarian principles of MSF.
- Leadership and management skills
- Strategic Vision
- Results and quality orientation.
- Negotiation skills
- Networking and building relationships
- Behavioral flexibility and stress management.
- Communication skills.
- Fluent in English, written and spoken
- Very good Italian, or at least willingness to quickly learn

Conditions

Full-time - Fixed term contract, 3 years renewable for further 2 - contract level "Dirigente"

Based in the MSF Italy Rome office.

Applications containing a detailed motivation letter and CV should be submitted at selezioni.sede@rome.msf.org (subject "Director of Fundraising") together with the authorization of management of personal data (D.Lgs 196/2003).

The application deadline is October 27, 2015

Only short-listed candidates will be contacted. Applicants not invited for interview within 4 weeks may consider their applications unsuccessful.

Rome, October 12th