



Self-Help International (SHI) seeks a full-time, experienced Director of Development. SHI's mission is to alleviate hunger by helping people help themselves. Founded in Waverly, Iowa in 1959, the organization provides resources to empower families living in underserved rural communities in Ghana, West Africa and Nicaragua, Central America. Locally-led in-country teams partner with rural communities to promote sustainable agriculture, nutrition, and economic development.

Job Title: Director of Development

Status: Full-time, exempt

Location: Waverly (preferred), candidates in the greater Des Moines area may be considered

Reports to: Executive Director. Maintains close working relationship with the Development Committee of the Board of Directors, as well as program and finance staff members.

Organization background:

Self-Help International is dedicated to alleviating hunger by helping people help themselves. Founded in Waverly, Iowa in 1959, the organization provides resources to empower families living in underserved rural communities in Ghana, West Africa and Nicaragua, Central America. Locally-led in-country teams partner with rural communities to enhance food security through improving agriculture, promoting good nutrition, accessing safe drinking water, and promoting economic development.

Overview: The Development Director is a leadership position that shall be responsible for:

- *Enhancing* the public image and awareness of SHI, its mission and programs and *increasing* financial support;
- *Cultivating* relationships with ongoing and prospective donors and key allies;
- *Informing* constituencies of the work and needs of the SHI program;
- *Strengthening* relations with churches, businesses, community organizations and individuals;
- *Promoting* and *arranging* speaking opportunities to inform supporters of SHI's mission;
- *Writing* and *submitting* grants to potential foundations/organizations

The ideal candidate:

- has the ability to take ownership of directing and executing the development agenda
- has demonstrated experience planning events and executing fundraising campaigns, and is familiar with legacy planning and/or endowment campaigns
- has demonstrated experience with database management systems; experience with Raiser's Edge a plus
- possesses an entrepreneurial spirit, a strong work ethic, and a can-do attitude
- sees their role as connecting people who want to make a difference in the world with ways to make that difference, and is willing to directly ask individuals, businesses, and organizations for financial support
- is curious, seeking to find areas of common interests and opportunities to collaborate
- has strong written and verbal communication skills, including cross-cultural communication skills, good organizational and time management skills, and is achievement-oriented
- is comfortable engaging with faith-based and civic groups in person over a cup of coffee as well as over the phone
- follows through on commitments
- enjoys creative problem solving and is able to work both independently and with a team

- is committed to uplifting Self-Help's partner communities, and to communicating with and about stakeholders with respect and dignity
- is familiar with and committed to continuing to learn about and implement anti-colonial practices in international development
- is dedicated to alleviating hunger by helping people help themselves, as demonstrated through prior work, study, or volunteer experiences
- is comfortable with new technology, is able to work on PC and MAC, and utilize Microsoft Office Suite, Gmail and GDrive, & social media; experience with InDesign a plus
- is fluent in English; Spanish and/or Twi and/or Dagare language skills a plus
- has worked and/or lived in more than one country

Accountabilities shall include but are not limited to the following:

1. Developing and implementing fundraising strategies that generate \$650K - \$1M in annual operational revenue, including planning and executing annual fundraising events and campaigns.
2. Developing and implementing strategies to communicate the mission of Self-Help, including creating the quarterly newsletters and monthly e-newsletters.
3. Maintaining positive relationships with existing supports and building relationships with new supporters.
4. Developing and implementing strategies to increase SHI's Endowment Fund to support program sustainability.
5. Representing Self-Help International at civic and faith-based events
6. Assisting the Executive Director as needed.

Travel: Travel is required to participate in events around Iowa and neighboring states. Some activities will require working nights/weekends. International travel may be required. Candidates must have or be able to obtain a passport.

Compensation: \$42,000 - \$50,000 annual salary, commensurate with experience. Benefits include 15 days paid time off + holidays, parental leave, health, dental, and vision insurance, professional development assistance, and employee assistance program.

Work authorization: Candidates must be authorized to work in the USA.

To apply: Submit a cover letter and résumé with reference details and salary requirements to jobs@selfhelpinternational.org. Applications will be considered on a rolling basis. Apply by June 9 for priority consideration. Anticipated start date July 6, 2021.

SHI does not evangelize or seek to promote any particular faith or religion. Self-Help programs are offered regardless of the race, creed or nationality of the recipients and without adverse distinction of any kind, and are not used to further a particular political or religious standpoint.

SHI is committed to a work environment in which all individuals are treated with respect and dignity. SHI encourages members of traditionally underrepresented communities to apply, including people of color, LGBTQ+ and gender non-conforming people, people with disabilities, people who speak a language in addition to English, and people with unique lived experience or diverse professional or personal backgrounds and perspectives.