



## Hagar International Group Manager - Global Fundraising

Hagar International seeks to attract an experienced and talented individual to join our team as Group Manager - Global Fundraising based in Melbourne, Australia. This newly created role will be a key member of our global management team.

Hagar is an international faith-based organisation that has been working with women and children and boys and men who are suffering from the impact of trauma resulting from human trafficking, slavery and abuse. Hagar International delivers programs in Cambodia, Vietnam, Afghanistan and Singapore, and has Support Offices in Australia, New Zealand, the United States, Hong Kong, Singapore and the United Kingdom.

The role of Group Manager Global Fundraising, will work across the Hagar International global network to coordinate the development and implementation of a global fundraising strategy that aligns with and allows Hagar to meet its strategic goals and maximise its programmatic impact globally to prevent and end the cycle of human trafficking, slavery and abuse

The ideal candidate will have substantial fundraising experience at a senior level in particular proven experience raising sustained revenue from major donors, bequests, corporates and the general public. They will have proven experience in fundraising strategy development and execution within a results focused environment, superior communication (written and oral) and the flexibility and ability to work within a multicultural, multi-location work environment.

This is a unique opportunity to spearhead the global fundraising portfolio of a small, high-performing international not-for-profit that is making a tangible impact on some of the most vulnerable people in the world.

### How to Apply

Please send your CV and a cover letter responding to the Selection Criteria in a maximum of 3 pages with the subject line: Application: Group Manager Global Fundraising to [geetha.yoga@hagarinternational.org](mailto:geetha.yoga@hagarinternational.org) by 4<sup>th</sup> October 2019. We hope to progress this appointment as quickly as possible and will review applications as soon as they are received. Please contact Ms. Geetha Yoga for further information on +855 15 228 500 or at [geetha.yoga@hagarinternational.org](mailto:geetha.yoga@hagarinternational.org).

*Hagar International Foundation is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.*

## GROUP MANAGER GLOBAL FUNDRAISING

### The Role:

Reports to: Global CEO, Hagar International

Location: Melbourne, Australia but working across Hagar's Global network including Support Offices in Australia, the United States, New Zealand, Singapore, Hong Kong and the United Kingdom, and Program Offices in Afghanistan, Cambodia, Vietnam, Singapore and Myanmar.

Duration: Two years with potential extension

You will coordinate the development and implementation of a global fundraising strategy that aligns with and allows Hagar to meet its strategic goals and maximise its programmatic impact globally to prevent and end the cycle of human trafficking, slavery and abuse.

This role is an exciting opportunity to creatively strengthen and generate long-term revenue across the whole Hagar global network through the exploration of new initiatives. It is envisaged that this will start with a focus on high net worth individuals and further developing the portfolio of major gifts, and then move on to other market segments including bequests, corporates, church and the general public.

You will also be responsible for building and coordinating collective global fundraising efforts across the Hagar global partnership to ensure better consistency of messaging, and increased quality of and response to Hagar's major donor, corporate, church, digital and regular giving and appeal efforts.

You will be comfortable with working with multiple stakeholders to build consensus, managing relationships from a distance and capable of thinking outside the box in a highly competitive fundraising environment.

We are looking for a candidate who is committed to a high standard of professional fundraising practice, someone who is goal-oriented and actively reflects their work with the view to continually refine and better outcomes and processes.

### The Reward:

- You have the opportunity to oversee the global fundraising portfolio of a small, highperforming international not-for-profit that is making a tangible impact on some of the most vulnerable people in the world.
- The chance to contribute to the end of modern slavery at a time when it has more momentum than at any other time in history following the passage of the Modern Slavery Act in countries like Australia.
- The opportunity to work with other fundraisers and build their effectiveness in Australia, New Zealand, United States, United Kingdom, Hong Kong and Singapore, as well as other potential markets.
- The opportunity to work directly with experienced and highly committed field colleagues in Cambodia, Vietnam, Afghanistan, Myanmar and Singapore and potentially other countries in the future.
- Opportunity to travel to our Support Offices in Australia, New Zealand, the United States, Hong Kong, Singapore and the United Kingdom and Program Offices in Afghanistan, Cambodia, Vietnam, Myanmar and Singapore.
- The opportunity to work in a dynamic, innovative and collaborative small team that achieves impact well beyond its size.
- The chance to play a leadership role across the global Hagar network.

## We are Hagar:

- We transform the lives of women and children and also boys and men who have been trafficked, enslaved or abused in a number of countries across Asia.
- We also work to combat human trafficking, slavery and abuse for good through capacity building, institutional strengthening, awareness-raising, prevention and advocacy.
- We have been doing this work for 25 years and have transformed tens of thousands of lives globally.
- Several of Hagar's key global roles like this one, are based in Melbourne, Australia but the role works with a network of Support Offices and Program Offices around the world as part of the global Hagar network.
- We are a Christian organisation that respects and works with people of all faith backgrounds
- We are supported by a diverse range of generous donors, from individual monthly donors to large corporations and philanthropic foundations.

With 25 years of on the ground experience, Hagar is an internationally renowned leader in trauma informed care and recovery and reintegration services for survivors of human trafficking, slavery and abuse.

## Selection Criteria

### Essential Experience:

- Substantial fundraising experience at a senior level
- In particular proven experience raising sustained revenue from major donors, bequests, corporates and the general public
- Proven experience in fundraising strategy development and execution within a results focused environment
- Demonstrated experience in monitoring current and future trends for longer term fundraising planning
- Demonstrated ability to build the capacity of national teams to embed ownership and a growth mind-set
- Well-developed analytical, problem solving and decision-making abilities
- Demonstrated ability to use data and audience research to identify opportunities and then to develop and implement creative and innovative solutions
- Proven experience in presenting innovative concepts and solutions both to internal and external audiences
- Ability to exercise initiative with discretion and judgement, and apply risk management controls as needed
- Superior communication (written and oral) and interpersonal skills
- Flexibility and the ability to work in a complex multicultural multi location work environment.
- Outstanding interpersonal skills and the ability to build collaborative relationships across nations, culture, gender and age.

### Personal Attributes:

- A commitment to Hagar's mission and values, including the protection of children and survivors of human rights abuses
- Initiative with an optimistic outlook
- Able to stay cheerful under pressure
- A drive to achieve results and be creative in an environment with limited resources

### Not essential, but definitely a bonus:

- An understanding of the challenges in the trafficking, slavery and abuse sector
- Strong project-management skills
- Experience working for a major NGO

- Demonstrated commitment to women and children’s rights

### HAGAR’s Core Competencies:

Accountability: We take responsibility for using our resources efficiently, monitoring progress and for being accountable to our clients, our supporters, and partners.

Collaboration: We build strong relationships that inspire trust, respect and effective communication.

Creativity: We embrace innovation, change and new approaches to ensure continuous improvement.

Learning: We pursue excellence by encouraging reflection, learning and professional development.

Quality: We aspire to high goals and strive for the highest quality outcomes and services.

### Our Values:

Hagar commits to four foundational values, which we embed in our organisational culture and practice. The Group Manager Global Fundraising will be a key champion and advocate for our values:

Respect We believe in the right of all people to be heard and treated with respect and dignity.

Integrity We commit to act ethically and honestly, striving to do the right thing at all times and in all circumstances.

Compassion We want compassion, kindness and courage to be evident in our attitude, our communication and in active, practical ways.

Excellence We hold ourselves to high standards and believe that deeply listening to and learning from those we support, our partners and each other will expand our expertise and enable us to continuously find better ways to take the journey to wholeness.

### Please note:

Hagar International is a child-safe organisation and takes client and staff protection seriously. Prior to any offer of employment, pre-employment checks must be completed; these will include reference checking and a national criminal history check.

### Signatures:

Chief Executive Officer:

Position Holder:

Signature: \_\_\_\_\_

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Date: \_\_\_\_\_

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