

Director of Development

CANDIDATE BRIEFING DOCUMENT



March 2024

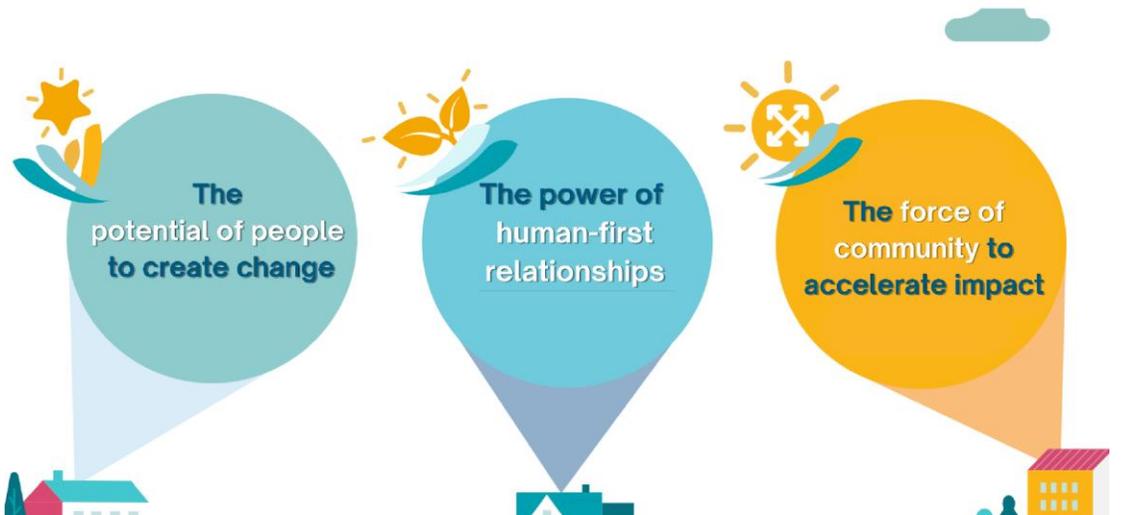
ABOUT SOCIAL ENTREPRENEURS IRELAND

Social Entrepreneurs Ireland is a not-for-profit organisation (Charity Reg Number No: 20065379), that is committed to accelerated social change through the power of people. Since our foundation in 2004, Social Entrepreneurs Ireland has identified and supported more than 600 social entrepreneurs across the island of Ireland who are championing and driving solutions in areas such as mental health, homelessness, the environment, education, and unemployment.

Our vision is accelerated social change through the power of people. We deliver this in two ways:

- we seek out people with unique insight and scalable ideas to solve social problems; and then
- we offer them a deeper level of support to grow their impact through our vibrant community of changemakers.

Social Entrepreneurs Ireland's Core Beliefs



VISION

Accelerated social change through the power of people.

MISSION

Harness the cumulative power of people to accelerate social change.

STAFF STRUCTURE

Social Entrepreneurs Ireland currently have 20 staff members.

FINANCIAL INFORMATION

In the year ending December 2022, Social Entrepreneurs Ireland had a total income of €2,136,222. During the same period, its total expenditure was € 2,090,491.

GOVERNANCE

Social Entrepreneurs Ireland is a company limited by guarantee, governed by a formal constitution and a voluntary Board of Directors, and is registered with the Charities Regulator.

CONTEXT FOR APPOINTMENT

Social Entrepreneurs Ireland are seeking a new Director of Development to support the organisation in achieving its ambitious funding targets, with an emphasis on corporate partnerships, high-net-worth individuals, and charitable foundations. Building upon the successes of the outgoing Director of Development, they will play a critical role in supporting the overall mission and vision of the organisation. This is an exciting opportunity to drive the organisation's growth and ultimately achieve even greater impact among the community of social entrepreneurs in Ireland.



THE POSITION

Title	Director of Development
Reporting to	Chief Executive Officer
Direct Reports	3-5
Place of Work	Warrington Place, Dublin 2 <i>(a mix of remote and in office work is fully supported. Staff attend a number of days in office each week and, given the nature of this role, it is expected that the successful applicant will be in the office for 3 to 4 days).</i>
Contract Type	Full-time, Permanent <i>(following probationary period).</i>

ROLE SUMMARY

The Director of Development will be responsible for leading the development and implementation of the income generation strategy which supports Social Entrepreneurs Ireland's vision of accelerated social change through the power of people.

They will lead a team of fundraising and relationship management professionals as well as build and maintain strong relationships with donors and supporters.

As a member of the senior leadership team, they will have a deep understanding of Social Entrepreneurs Ireland's vision and values and will be able to communicate them effectively to potential donors, supporters and the community of Social Entrepreneurs.

Strategic Planning

- ❑ Develop and implement a comprehensive fundraising strategy that supports the priorities in Social Entrepreneurs Ireland's Strategic Plan.
- ❑ Build a lead generation strategy and test new income streams ensuring a sustainable and diverse fundraising portfolio.
- ❑ Maintain a clear and consistent reporting structure to the CEO and Board of Directors on fundraising activities and progress towards targets.
- ❑ Monitor and evaluate fundraising activities against targets using CRM and other reporting systems and processes.
- ❑ Keep abreast of developments in fundraising trends across the sector and be aware of current market and economic factors influencing fundraising activities.

Leadership

- ❑ Work proactively in the leadership team to create a more collaborative, intentional and mutually beneficial strategy for the co-design of programmes, projects, and funding strategies.
- ❑ Ensure compliance with all relevant fundraising regulations and guidelines.
- ❑ Develop and manage the fundraising budget.
- ❑ Lead and build the Development Team and foster a collaborative and inclusive work environment that values teamwork, innovation, and continuous improvement.
- ❑ Ensure the organisation can maintain and grow current income streams, progress great people within the organisation and adequately resource the relationships and opportunities arising.



PRINCIPAL DUTIES & RESPONSIBILITIES

Donor Relationship Management

- ❑ Develop and manage a prospect list by collaborating with and growing Social Entrepreneurs Ireland's network - identifying and building relationships with high-net-worth individuals and new corporate partners in Ireland and internationally; with a clear rationale as to why they will be approached.
- ❑ Maintain, develop and grow relationships with existing corporate partners, donors, supporters, charitable foundations and government agencies through exceptional relationship management and a consistent level of face-to-face meetings with new prospects.
- ❑ Identify key trusts, foundations and individual philanthropists, and establish how best to build their understanding of the work of Social Entrepreneurs Ireland.
- ❑ Prepare and write creative and accurate fundraising proposals, donor agreements, and any other materials needed to secure donations; and deliver compelling pitch presentations to prospective donors.
- ❑ Clarify and quantify how we support philanthropists and partners as a referral body for further investment in Social Entrepreneurs.

These duties are a guide to the general range of responsibilities and are neither definitive nor restrictive. From time-to-time, the post-holder may need to undertake other duties commensurate with the post, as designated by the CEO.

KPIs / PRIORITIES AFTER 6 MONTHS

After 6 months in the role, you will be expected to have achieved the following KPIs and priorities:

- ✓ You will have started to cultivate strong connections with your team, colleagues, major donors, corporate partners, board members and some of our community of Social Entrepreneurs.
- ✓ You will understand Social Entrepreneurs Ireland's vision and values and how the development team can support those ideals.
- ✓ You will have established yourself as a senior leader in the organisation, contributing to the leadership team meetings, offering and drawing on support where needed.
- ✓ You will be well placed to facilitate close collaboration across teams.
- ✓ You will be reasonably comfortable working within our digital systems and you will have a natural curiosity about the potential for further enhancements.

PERSON PROFILE

Social Entrepreneurs Ireland are seeking a dynamic and ambitious fundraising professional with experience working in a target driven role.

The successful candidate will be an excellent storyteller with a natural ability to build and maintain trusted relationships with a variety of stakeholders.

They will possess a positive and proactive mindset and as a strong problem solver, they will be well equipped to meet the challenges of the role. As a representative of the organisation, the Director of Development will bring an executive presence to the role and possess a strong understanding of and interest in social entrepreneurship in Ireland.



CORE COMPETENCIES AND SKILLS

Criteria	Essential	Desirable
Minimum of 5 years' experience and a proven track record of delivering against targets in fundraising or a related field.	✓	
Third level qualification in a relevant field.	✓	
Extensive knowledge of fundraising strategies and principles.	✓	
The ability to develop, lead, close and grow donor opportunities.	✓	
A natural ability to build and maintain trusted relationships.	✓	
Excellent listening, writing and verbal communication skills.	✓	
A strong executive presence and the ability to effectively engage with a wide range of stakeholders.	✓	
Strong leadership skills with the ability to motivate and inspire teams.	✓	
Highly IT literate, proficient in Microsoft Office Suite or similar, and experience of CRM software such as Salesforce.	✓	
Knowledge of fundraising regulations and guidelines.	✓	
Strong passion for Social Entrepreneurs Ireland's mission and vision.	✓	
Knowledge of tax planning principles that favour charitable giving within Ireland.		✓
A keen interest in digital transformation and its application in business development.		✓
Experience of working in a project management environment.		✓

If this role is of interest to you and you believe you have what it takes to be successful, but don't necessarily believe that you meet every single criterion in the table above, please do still get in touch so we can discuss further how you may be a fit.

REMUNERATION

A competitive salary commensurate with experience is offered for this position.

Non-pay related benefits include:

- 25 days annual leave
- PRSA scheme with SEI contribution
(*employee contribution 5%, employer contribution 10%; available after 6-month probationary period*)
- Income protection scheme
- Death in Service Benefit
- Employee Assistance Programme (including 24/7 phone support)
- A culture that prioritises continuous learning, flexibility, and achieving meaningful impact



APPLICATION PROCESS

Recruitment for this role is being managed exclusively by 2into3.

If you are a dedicated development professional with the drive to help to shape the future of Social Entrepreneurs Ireland and a passion for making a difference, please send your CV and cover letter (in Word document format only) to Orla Dolan. Your cover letter should detail what attracts you to the role and to Social Entrepreneurs Ireland and how your experience meets the essential and desirable criteria.

The closing date for applications is **Friday 19 April 2024**.

All enquiries regarding the role will be held in strictest confidence.

E-Mail	orla.dolan@2into3.com
Telephone	+ 353-86-792-4696
Address	Huckletree, The Academy, 42 Pearse St, Dublin D02 YX88
Website	www.2into3.com

Social Entrepreneurs Ireland is an equal opportunities employer who believe that diversity is a strength in the workplace. We therefore welcome applications from suitably qualified candidates, irrespective of gender, disability, marital or parental status, racial, ethnic or social origin, colour, belief, religion or sexual orientation.