Position: Director, Development
Location: Dhaka, with some travel around Bangladesh and possibly abroad
Reporting to: CEO
Employment Type: Full-time, permanent
Start Date: Immediately
App Deadline: Rolling

About Teach For Bangladesh
Teach For Bangladesh (TFB) believes that every child in Bangladesh – regardless of socio-economic circumstance – deserves the opportunity for an excellent education. Our mission is to launch a movement of capable, committed, and compassionate leaders who share vision of an equitable Bangladesh and are working tirelessly inside and outside the nation’s classrooms to expand educational opportunity for all children.

Our flagship Fellowship program enlists highly talented graduates to spend two years teaching full-time in low-income schools. During that time, we train and support Fellows as they expand the academic achievement, access and aspirations of their students. The program also prepares Fellows to become lifelong leaders, who will spearhead systemic change across a diverse array of sectors in Bangladesh.

In 2018, the program consists of 90 Fellows, teaching in ~35 under-resourced schools in Dhaka city, directly impacting over 5000 disadvantaged students. In addition, we currently have 55 alumni who have completed the Fellowship and are continuing to drive impact from beyond the classroom.

Learn more about us at: www.teachforbangladesh.org

Teach For Bangladesh is a partner of Teach For All – a network that consists of more than 45 independent organizations around the world who share a commitment to educational equity in their countries and a belief in the power of collective leadership to achieve equity. Learn more about the Teach For All network at: www.teachforall.org

Position Summary
We are seeking a visionary and values-oriented leader to take on the role of Director of Development at Teach For Bangladesh. This key leadership role will be responsible for contributing to our institutional mission by co-designing our funding strategy and managing our Development team. By strengthening existing relationships and nurturing new relationships and alliances with partners, philanthropists, allies, and supporters, the Director of Development will secure the financial sustainability and growth of Teach For Bangladesh as an organization with national reach. In addition, s/he will be responsible for building and stewarding relationships with non-funding partners and key allies of our movement.

The Development team, which the Director will lead, is an integral part of Teach For Bangladesh’s mission. Its core function is to inspire and empower individuals and organizations to commit to our national movement for educational equity. The team nurtures a
growing network of local, regional, and global "champions", who are deeply connected and involved with the mission of our organization, lending their voice, resources and support to our cause while committing to scaling and maximizing the impact of our program. In addition, the team is responsible for strategic communication, and some aspects of branding and management of relationships with the government.

The role of Director of Development is a unique opportunity for someone who, in addition to understanding and connecting deeply with the purpose of our movement, is strategic, purposeful, passionate about results and eager to leverage their leadership skills for maximum impact in the lives of our nation’s most underserved children.

**Major Responsibilities**

Manage and grow Teach For Bangladesh’s key partnerships and alliances:
- Ensure consistent and strategic engagement of key local, regional, and global partners and stakeholders, including corporations, foundations, multilaterals, philanthropists and the government
- Build high degree of loyalty among supporters and partners for organizational mission
- Create active champions across the partnership spectrum in Bangladesh and beyond for Teach For Bangladesh’s vision

**Growth strategy:**
- Grow a funding portfolio that grows to sustain Teach For Bangladesh’s immediate and future scaling goals: from 1.6 million USD to 2 million USD in 2018-19
- Develop sustainable financing for all Teach For Bangladesh existing and future programs

**Institutional strength:**
- Establish and maintain key processes including donor research, cataloging of information, grant and report writing, cultivation pipelines etc
- Contribute to the professional development of the Development team
- Support the CEO in preparing for and leveraging external meetings/events

**Senior Leadership Responsibilities**

All Directors are expected to act as senior leaders within the organization, leading by example to uphold our mission, values, culture and standard of performance. Directors are not simply responsible for the success of their individual teams, they are stewards of the organization as a whole, contributing to strategy and key decision-making. They collaborate with one another and other leaders within the organizational cohesion and mission alignment. They act as spokespersons for the organization and brand to a wide range of internal and external stakeholders, including but not limited to members of the Board, current and future donors, government, etc. In addition, a small group of senior leaders are invited by the CEO to join the Senior Leadership Team, which will meet on a regular basis to address these and other issues, and provide decision-making support to the CEO. New leaders are eligible to be invited to the SLT only after successfully completing their probation period in their role.
Key Skills & Competencies

- Desire and ability to effectively operate both independently and as part of a team in a high-intensity, high-uncertainty start-up environment, with a results-oriented culture
- Deep understanding of and strong alignment to Teach For Bangladesh mission, vision and core values (see http://www.teachforbangladesh.org/about-us/core-values/)
- Strong belief that every child can learn and achieve high results
- Self-awareness, and uncommon commitment to continuous growth and personal development
- Strong reasoning and strategic thinking skills.
- Exceptional written, interpersonal and presentation skills with the ability to effectively interface with multiple audiences, internal teams and stakeholders
- Strong organizational and proven time and project management skills
- Experience creating efficient systems to juggle multiple projects simultaneously
- Proven ability to build and sustain strong relationships with a diverse pool of individuals, and demonstrated sensitivity to racial, cultural, and ideological diversity
- Track record of taking an uncommon level of personal responsibility in achieving professional goals

Other Qualifications

- Bachelor’s degree from a reputable local or foreign university required
- Postgraduate degree in related field is preferred, but not essential
- Exceptional fluency in written and spoken English is essential
- Proficiency in written and spoken Bangla is strongly preferred
- Minimum 8 years of relevant professional work experience, including at least 3 years of team management experience
- Creative aptitude is preferred, including familiarity with interactive design, website and social media management and email marketing platforms

Compensation and Benefits

Salary is competitive in Bangladeshi context. Benefits include festival bonus (2 per year), medical insurance, 24 days of annual leave (accrued over a year), 8 days of sick leave, and opportunities for training and travel (see below). There is plenty of opportunity for professional development and mobility within the organization, as well as access to professional development through the global network Teach For All.

Other Benefits

We seek to make Teach For Bangladesh the best experiences of your working life, where you thrive in your own journey towards creating lasting change in Bangladesh. Together, we seek to build a high performing team that is dedicated to our vision for educational equity for all children. Benefits include:
• An organizational culture that strives to be horizontal: we exchange and explore ideas with passion and with the aim of arriving at the best ideas for the mission of Teach For Bangladesh
• Opportunity for continuous professional development: 1 retreat of the national team per year, potential for local and international travel, and constant practice of leadership with consciousness for which we bring specialists to contribute to your training.
• The work is demanding, but it provides satisfaction with incredible opportunity to learn and grow continuously, to add value to the team and everyone around you.

How to Apply
Please email your resume and a one-page cover letter to careers@teachforbangladesh.org. Please indicate the position applied for in the subject line of your email. Your cover letter should be no longer than one page and answer the following questions:

• Why are you interested in Teach For Bangladesh?
• What compelled you to consider this specific position?
• What strengths/experience would you bring to this position?

Please note, only short-listed candidates will be contacted.